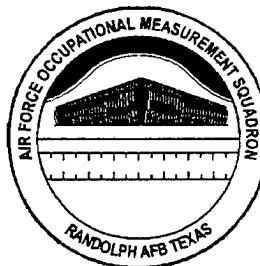
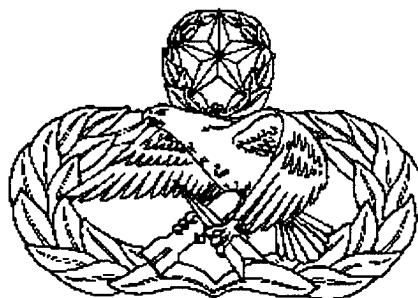


DTIC



UNITED STATES
AIR FORCE

OCCUPATIONAL
SURVEY REPORT



DTIC QUALITY INSPECTED 2

AIRCREW EGRESS SYSTEMS
AFSC 2A6X3

OSSN 2269

SEPTEMBER 1997

OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
1550 5th STREET EAST
RANDOLPH AFB, TEXAS 78150-4449

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	<u>OSR</u>	<u>ANL EXT</u>	<u>ACTIVE TNG EXT</u>	<u>JOB INV</u>	<u>ANG/ RES TNG EXT</u>
AFLMA/LGM	1		1		
AFOMS/OMDQ	1				
AFOMS/OMYXL	10		5	10	1
AL/HRMM	2				
AL/HRTE	1		1		
ANG/LGMF (3500 FETCHET AVENUE, ANDREWS AFB MD 20331-5157)	1		1		1
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HQ AFRC/LGMW (155 2ND STREET, ROBINS AFB GA 31098-6001)	1		1		1
HQ PACAF/DPAET	3		3		
HQ USAF/ILMM	1		1		1
HQ USAFE/DPATTJ	3		3		
HQ USMC/STANDARDS BRANCH	1				
NAVMAC	1				
361 TRS/RW (501 MISSILE RD, SHEPPARD AFB TX 76311-2264)	4	1	4	2	1
27 CRS/LGMCG (118 EAST SEXTANT ST, CANNON AFB NM 88103-5217, ATTENTION: MSGT TINDER)	1				
1 CRS/CCXP (210 D EAST FLIGHTLINE RD, LANGLEY AFB VA 23665, ATTENTION: MSGT JONES)	1				
20 CRS/LGM (558 KILLIAN AVE, SHAW AFB SC 29152 ATTENTION: MSGT HUNT)	1				

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PREFACE

This report presents the results of an Air Force Occupational Survey of the Aircrew Egress Systems career ladder, Air Force Specialty Code (AFSC) 2A6X3. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

The survey instrument was developed by Mr. Michael M. Ostrander. Computer programming support was provided by Mr. Tyrone Hill. Mr. Robert E. Boerstler analyzed the data and wrote the final report. This report has been reviewed and approved by Lt Col Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS/OMYXI, 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at <http://www.omsq.af.mil>.

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SUMMARY OF RESULTS

1. **Survey Coverage:** The Aircrew Egress Systems career ladder was surveyed to provide current job and task data for use in updating career ladder documents and training programs. Survey results are based on responses from 681 Active Duty, Air National Guard, and Air Force Reserve respondents, accounting for 68 percent of the total population surveyed.
2. **Specialty Jobs:** Six jobs were identified in the career ladder structure analysis. Three of them totally oriented toward technical task performance of the aircraft egress systems maintenance and accounting for 87 percent of the population. The remaining three are primarily supervisory and management in nature.
3. **Career Ladder Progression:** Skill-level progression for members of this AFSC is typical of most career ladders. Three-skill level personnel spend the vast majority of their job time performing technical tasks in the various egress systems jobs. At the 5-skill level, personnel are still heavily involved in egress systems technical tasks. Personnel at the 7-skill level begin to become involved with workcenter supervision. Air National Guard and Air Force Reserve 7-skill level personnel are more involved in technical tasks than their Active Duty counterparts.
4. **Training Analysis:** The current STS provides comprehensive coverage of the work performed by career ladder personnel. Some STS elements warrant review of proficiency coding based on survey data. Few tasks were not referenced to the STS and pertain mainly to inspections of egress systems.
5. **Job Satisfaction:** In general, job satisfaction among AFSC 2A6X3 personnel is low. Similar findings were noted when the current survey was compared to the previous survey and to the comparative sample of similar AFSCs. Respondents within the various egress maintenance job groups are far less satisfied with their jobs than the respondents in the QA and Instructor jobs. First-enlistment personnel responded with very low reenlistment intentions.
6. **Implications:** The current AFSC 2A6X3 career ladder structure reflects an overall normal job progression. Six specific jobs were identified in the career ladder. Career ladder training documents are well supported by survey data. Overall, job satisfaction is low among career ladder incumbents. Reenlistment intentions for first-enlistment airmen is very low.

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OCCUPATIONAL SURVEY REPORT (OSR)
AIRCREW EGRESS SYSTEMS
(AFSC 2A6X3)

INTRODUCTION

This is a report of an occupational survey of the Aircrew Egress Systems career ladder conducted by the Air Force Occupational Measurement Squadron (AFOMS). The current Aircrew Egress Systems career ladder was created in October 1993 with the conversion from AFSC 454X2 to AFSC 2A6X3 under the "whole new classification system". Survey data will be used to identify current utilization patterns among career ladder personnel and evaluate career ladder documents and training programs. The last OSR published for the Aircrew Egress Systems career ladder was June 1993.

Background

As described in the AFMAN 36-2108 *Specialty Description*, dated October 1994, Aircrew Egress Systems personnel maintain aircraft egress systems, subsystems, components, and related support equipment (SE). Duties include: performing scheduled and unscheduled maintenance on egress systems; installing, removing, repairing and modifying egress systems; ensuring egress explosive cartridge activated devices (CAD) and pressure activated devices (PAD) are safe and disarmed prior to performing maintenance; performing operational and functional tests of egress systems, subsystems and components using test equipment and test kits; applying corrosion control procedures to escape systems and related components; operating and maintaining related SE; inspecting egress systems, subsystems, and components for safety, security, and serviceability; inspecting and determining serviceability of CAD/PAD devices on shelf and service life limits; using and disposing of hazardous materials; and using CAMS to record and analyze maintenance actions.

Personnel entering the AFSC 2A6X3 career ladder must attend the Aircrew Egress Systems Apprentice course at Sheppard AFB TX lasting 36 academic days. Upon completion of this AFSC awarding course, the graduate is awarded the 3-skill level.

Entry into this career ladder currently requires an Armed Forces Vocational Aptitude Test Battery (ASVAB) score of Mechanical - 57; a strength factor of "N" (Weight lift of 100 lbs) is also required.

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SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2269, dated January 1997. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 19 subject-matter experts (SMEs) at the following training location and operational installations:

<u>BASE</u>	<u>UNIT VISITED</u>
Sheppard AFB TX	361 TRS/RW
Dyess AFB TX	7 CRS/LGMCG
Barksdale AFB LA	2 MNX/LGMCG
Eglin AFB FL	33 MS/MACG

In addition, the JI was faxed to the following units for input concerning egress systems for the B-2, F-117, and EF-111.

<u>BASE</u>	<u>UNIT VISITED</u>
Whiteman AFB MO	509 MXS/LGMAG
Holloman AFB NM	49 MXS/LGMCG
Cannon AFB NM	27 CRS/LGMCG

The resulting JI contains a comprehensive listing of 504 tasks grouped under 16 duty headings, and a background section requesting such information as grade, MAJCOM assigned, organizational level, component status, schedule or shift worked, job title, type of maintenance unit assigned, type aircraft maintained, special tools or equipment used or operated, and forms used.

Survey Administration

From February 1997 through May 1997, base training offices at operational units worldwide administered the inventory to eligible AFSC 2A6X3 personnel. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX. Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent). To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

Survey Sample

Personnel were selected to participate in this survey so as to ensure an accurate representation across major commands (MAJCOM) and military pay grade groups. All eligible Active Duty (AD), Air National Guard (ANG), and Air Force Reserve Command (AFRC) AFSC 2A6X3 personnel were mailed survey booklets. Table 1 reflects the percentage distribution, by MAJCOM, of assigned AFSC 2A6X3 personnel as of February 1997. The 681 respondents in the final sample represent 64 percent of the total assigned personnel and 68 percent of the total personnel surveyed. Table 2 reflects the paygrade distribution for these AFSC 2A6X3 personnel.

TABLE 1
COMMAND DISTRIBUTION OF 2A6X3 PERSONNEL

COMMAND	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
ACC	37	37
PACAF	9	11
AETC	8	10
USAFE	8	10
AFMC	4	4
ANG	29	23
AFRC	5	5

TOTAL ASSIGNED* = 1,065

TOTAL SURVEYED** = 1,005

TOTAL IN SURVEY SAMPLE = 681

PERCENT OF ASSIGNED IN SAMPLE = 64%

PERCENT OF SURVEYED IN SAMPLE = 68%

* Assigned strength as of February 1997

** Excludes personnel in PCS, student, or hospital status, or less than 6 weeks on the job

TABLE 2
PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

GRADE	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
E-1 - E-3	24	24
E-4	21	18
E-5	28	28
E-6	17	17
E-7	10	12

* Assigned strength as of February 1997

Both Command and Paygrade distribution of the survey sample are close to the percent assigned. This indicates the sample is a true representation of the career ladder population.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 2A6X3 personnel (generally E-6 or E-7 craftsmen) also completed a second booklet for either training emphasis (TE) or task difficulty (TD). These booklets were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within the report.

Training Emphasis (TE): TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 46 senior NCOs who completed a TE booklet were asked to select tasks they felt require some sort of structured training for entry-level personnel and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at resident training schools, field training detachments (FTD), mobile training teams (MTT), formal on-the-job-training (OJT), or any other organized training method. Interrater agreement for these 46 raters was acceptable. The average TE rating was 1.92, with a standard deviation of 1.62. Any task with a TE rating of 3.54 or above is considered to have high TE.

Task Difficulty (TD): TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The 52 senior NCOs who completed TD booklets were asked to rate the difficulty of each tasks using a 9-point scale (extremely low to extremely high). Interrater reliability was acceptable. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TE and TD ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

SPECIALTY JOBS

(Career Ladder Structure)

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group, or forms new groups based on the similarity of tasks and time spent ratings.

The basic group used in the hierarchical clustering process is the *job*. When two or more jobs have a substantial degree of similarity, in tasks performed and time spent on tasks, they are grouped together and identified as a *cluster*. The structure of the career ladder is then defined in terms of jobs and clusters of jobs.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, 6 independent jobs were identified within the career ladder. Figure 1 illustrates the jobs performed by AFSC 2A6X3 personnel.

A listing of these jobs is provided below. The stage (ST) number shown beside each title references computer printed information, the letter "N" indicates the number of personnel in each group.

- I. Quality Assurance Job (ST078, N=5)
- II. Advanced Concept Ejection Seat (ACES) II Job (ST042, N=557)
- III. Instructor Job (ST052, N=9)
- IV. U-2 Egress Systems Maintenance Job (ST062, N=14)
- V. B-52 Egress Systems Maintenance Job (ST082, N=22)
- VI. Supervisor Job (ST025, N=34)

The respondents forming these jobs account for 94 percent of the survey sample. The remaining 6 percent, for one reason or another, did not group into one of these jobs. Examples of job titles for these people include CDC Writer, Dormitory Manager, Mobility NCO, Hazardous Waste Manager, Resource Advisor, and Special Projects Manager.

**AFSC 2A6X3 CAREER LADDER SPECIALTY JOBS
(N = 681)**

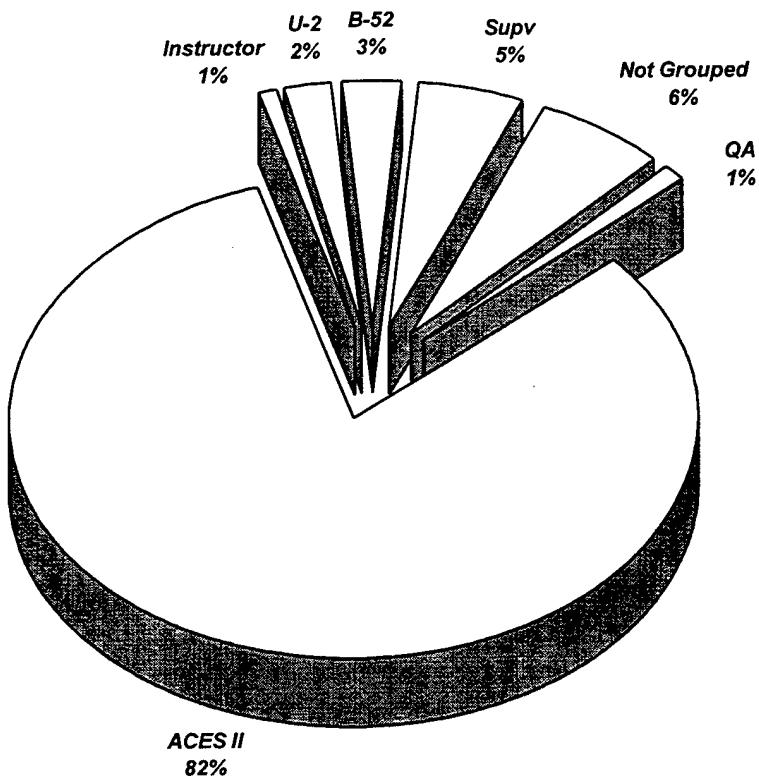


FIGURE 1

Group Descriptions

The following paragraphs contain brief descriptions of the jobs identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of these specialty jobs. Selected background data for these jobs are provided in Table 4. Representative tasks for all the groups are contained in Appendix A. Table 5 shows a job comparison between the current and 1993 surveys.

I. QUALITY ASSURANCE JOB (ST078). The 5 airmen performing this job (only one percent of the survey sample) represent egress systems personnel who are assigned as Quality Assurance Evaluators and spend their time inspecting and reporting on egress systems maintenance. They perform an average of 75 tasks indicating a relatively narrow job, with 55 percent of their time performing tasks of General Aircrew Egress Maintenance Activities (Duty A) and 12 percent of their time performing tasks of Management and Supervisory Activities (Duty P) as reflected in Table 3. Distinctive tasks performed include:

- Inspect shielded-mild-detonating-cords (SMDCs)
- Inspect ejection seat emergency oxygen systems
- Inspect ejection seat linkages
- Inspect egress systems ballistic components, other than explosive panels or lines
- Inspect ejection seat structures
- Inspect egress systems hoists or cranes
- Inspect ejection seat emergency harness release mechanisms
- Inspect ejection seat lap-belts
- Inspect ACES II electro-explosive devices (EEDs)
- Inspect ejection seat parachute or drogue-chute harnesses, cases, or lines
- Inspect ballistic gas hoses

All of these airmen hold the 7-skill level. All job incumbents are AD with an average time in the career field of just over 10 years and almost 12 years in the service. The predominant paygrades are E-5 and E-6. Furthermore, 40 percent of these members report they are assigned to units within the United States.

II. ADVANCED CONCEPT EJECTION SEAT (ACES) II JOB (ST042). The 557 airmen forming this job (82 percent of the survey sample) represent the core job of the career ladder. Since the ACES II system became the standardized egress system, it has replaced the predominant systems such as the F-4 Martin-Baker and F-111 Crew Module of past years. This job consists of all ACES II aircraft including the A-10, F-15, F-16, F-117, B-1B, and B-2. With a very high overlap of tasks within this job on the ACES II system, the specific aircraft are

identified at a very high level within the job based on tasks associated with canopy or hatch systems. They perform an average of 153 tasks, indicating their diversity in performing tasks associated with the ACES II system. Distinct tasks performed include:

- Inspect ACES II environmental sensors
- Remove or install ejection seats
- Perform cockpit foreign object inspections
- Remove or install safety pins, struts, caps, or plugs
- Inspect ejection seat structures
- Arm or disarm ejection systems
- Inspect ACES II pitch stabilization control (STA-PAC) assemblies
- Remove or install ejection seat catapults
- Remove or install ACES II environmental sensors
- Inspect ACES II recovery sequencers
- Remove or install ejection seat drogue guns
- Perform functional checks of inertia reels
- Inspect ACES II ejection-control safety levers
- Perform operational checks of ACES II environmental sensors

Predominant paygrades in this job are E-4 and E-5. Their average time in service is just over 7 years with an average time in the career field of 7 years. Sixty-seven percent are AD, 27 percent ANG, and only 6 percent AFRC. Forty-one percent of these respondents hold the 5-skill level and 36 percent hold the 7-skill level. Three-skill level personnel account for 23 percent of this job with 51 percent of the Active Duty personnel reporting they are in their first-enlistment. Seventy-five percent of these members report they are assigned to units within the United States.

III. INSTRUCTOR JOB (ST052). The 9 airmen forming this job (1 percent of the survey sample) are distinguished by spending 28 percent of their time on Training Activities of Duty M (Table 3). Another 27 percent of their time is spent performing General Aircrew Egress Maintenance tasks. Although the respondents forming this job are identified by the time spent on training activities, they also perform a large amount of their time performing the egress tasks they are teaching. They average 129 tasks, indicating their diversity. Typical tasks performed by these airmen are:

- Conduct formal course classroom training
- Administer or score tests
- Personalize lesson plans
- Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)
- Counsel trainees on training progress

- Inspect training materials or aids for operation or suitability
- Evaluate effectiveness of training programs, plans, or procedures
- Remove or install ACES II environmental sensors
- Remove or install ACES II recovery sequencers
- Inspect ACES II recovery sequencers
- Perform operational checks of ACES II mortar disconnect assemblies
- Perform operational checks of ACES II environmental sensors

All of these job incumbents are Active Duty with 78 percent holding the 7-skill level. The predominant paygrade is E-6 with incumbents averaging 15 years in the service and just over 12 years in the career field.

IV. U-2 EGRESS SYSTEMS MAINTENANCE JOB (ST062). Comprising 2 percent of the survey sample, these 14 airmen perform the tasks associated with U-2 egress systems. This egress system is peculiar to this aircraft which was developed prior to the ACES II system. They average 97 tasks, with 66 percent of their time spent performing General Aircrew Egress Maintenance Activities of Duty A (Table 3). Representative tasks performed by this job include:

- Perform periodic inspections on egress systems
- Determine egress systems explosive components service-life or shelf-life
- Flow check egress systems, including lines, hoses, or check-valves
- Inspect ballistic gas hoses
- Perform cockpit foreign object inspections
- Remove or install ejection seat drogue-chutes
- Remove or install ejection seat catapults
- Inspect egress systems ballistic components, other than explosive panels or lines
- Perform functional checks of ejection seat linkages, such as D-rings or ejection control handles
- Inspect canopy external or internal jettison cables
- Inspect ejection seat lap-belts

The average time in the career field for this job is just almost 9 years and the average time in the service is almost 10 years. Forty-three percent of these job incumbents hold the 5-skill level and another 43 percent the 7-skill level. The predominant paygrades are E-4 and E-5. Seventy-one percent are assigned within the continental United States.

V. B-52 EGRESS SYSTEMS MAINTENANCE JOB (ST082). The 22 members of this job maintain the B-52 egress system. They account for only 3 percent of the career ladder and reflect the another system developed long before the standard ACES II system. Fifty-one percent of their time is spent performing the General Aircrew Egress Maintenance tasks and 16 percent performing tasks strictly related to B-52 Egress Systems (Table 3). These airmen perform an average of 114 tasks including:

- Troubleshoot ejection seat positioning mechanisms, such as cables, actuators, or thrusters
- Perform functional checks of inertia reels
- Perform cockpit foreign object inspections
- Inspect ejection seat rails
- Remove or install seat positioning actuators
- Remove or install B-52 leg-guard thrusters
- Remove or install B-52 tilt actuators
- Remove or install B-52 escape hatches
- Inspect ballistic gas hoses
- Remove or install ejection seats
- Inspect inertia reels, linkages, cables, straps, harnesses, or controls
- Inspect ejection seat positioning actuators
- Perform aerodynamic sealing of B-52 hatch lifters

Thirty-six percent of the members of this job hold the 5-skill level and another 36 percent report holding the 7-skill level. The predominant paygrade of these members is E-5. The average time in service is 8 1/2 years and average time in the career ladder is almost 9 years.

VI. SUPERVISOR JOB (ST025). Comprising 5 percent of the survey sample, these 34 airmen are performing supervisory tasks along with egress technical tasks. Fifty-four percent of their time is spent performing the Management and Supervisory tasks of Duty P (Table 3). Since this analysis only includes members through the 7-skill level, this job reflects the normal career ladder progression with 7-skill level members performing predominantly supervisory tasks while still performing some technical tasks. These job incumbents perform an average of 124 tasks. Representative tasks include:

- Supervise military personnel
- Assign personnel to work areas or duty positions
- Conduct supervisory performance feedback sessions
- Inspect personnel for compliance with military standards
- Counsel subordinates concerning personal matters

- Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting
- Write recommendations for awards or decorations
- Write performance reports or supervisory appraisals
- Evaluate personnel for compliance with performance standards
- Determine or establish work assignments or priorities
- Develop or establish work schedules
- Conduct self-inspections or self-assessments

Ninety-seven percent of these members hold a 7-skill level. The average time in the career ladder is 17 years, with an average 18 years in service. The predominant paygrades of this job are E-6 and E-7. Eighty-five percent are AD, 12 percent ANG and only 3 percent are AFRC. Furthermore, 82 percent of these members report they are assigned within the United States.

Comparison to Previous Study

With the retirement of the F-4 and F-111 aircraft from the inventory, the egress systems career ladder is now more focused on the ACES II system and provides a more standardized system than was identified in the previous survey.

While the EF-111 and T-38 aircraft are still maintained by a small number of egress personnel, they are a very small percentage of the total workload and were not identified as independent jobs in this survey compared to the previous survey.

TABLE 3
RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Quality Assurance Job (ST078) (N=5)	ACES II Job (ST042) (N=557)	Instructor Job (ST052) (N=9)	U-2 Job (ST062) (N=14)	B-52 Job (ST082) (N=22)	Supervisor Job (ST025) (N=34)
A PERFORMING GENERAL AIRCREW EGRESS MAINTENANCE ACTIVITIES	47	51	26	66	51	10
B MAINTAINING ADVANCED CONCEPT EJECTION SEAT (ACES II) SYSTEMS	12	18	14	0	0	2
C MAINTAINING B-1B EGRESS SYSTEMS	0	1	0	0	0	0
D MAINTAINING B-2 EGRESS SYSTEMS	0	*	0	0	0	*
E MAINTAINING B-52 EGRESS SYSTEMS	0	*	0	0	0	16
F MAINTAINING F-15 EGRESS SYSTEMS	2	2	1	0	0	*
G MAINTAINING F-16 EGRESS SYSTEMS	10	7	4	0	0	1
H MAINTAINING EF-111 MODULE SYSTEMS	0	*	0	0	0	*
I MAINTAINING F-117 EGRESS SYSTEMS	0	*	0	0	0	*
J MAINTAINING AT-38 OR T-38 EGRESS SYSTEMS	0	*	0	5	1	0
K PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	7	4	2	6	6	10
L PERFORMING GENERAL AIRCRAFT MAINTENANCE ACTIVITIES	1	2	*	1	1	1
M PERFORMING TRAINING ACTIVITIES	3	3	28	4	5	10
N PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	2	2	5	2	2	6
O PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	4	6	8	7	4
P PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	14	6	13	8	11	54

* less than 1 percent

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	Quality Assurance Job (ST078)	ACES II Job (ST042)	Instructor Job (ST052)	U-2 Job (ST062)	B-52 Job (ST082)	Supervisor Job (ST025)
NUMBER IN GROUP	5	557	9	14	22	34
PERCENT OF SAMPLE	1%	82%	1%	2%	3%	5%
PERCENT IN CONUS	40%	75%	100%	71%	95%	82%
DAFSC DISTRIBUTION:						
2A633	0%	23%	0%	14%	27%	0%
2A653	0%	41%	22%	43%	36%	3%
2A673	100%	36%	78%	43%	36%	97%
COMPONENT STATUS:						
ACTIVE DUTY	100%	68%	100%	100%	100%	85%
AIR NATIONAL GUARD	0%	26%	0%	0%	0%	12%
AIR FORCE RESERVE	0%	6%	0%	0%	0%	3%
PREDOMINANT GRADE(S)	E-5, E-6	E-3 - E-6	E-5, E-6	E-4, E-5	E-3 - E-6	E-6, E-7
AVERAGE MONTHS IN CAREER FIELD *	124	84	147	105	106	207
AVERAGE MONTHS IN SERVICE *	140	87	184	119	108	216
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) *	0%	51%	0%	14%	0%	0%
PERCENT SUPERVISING	60%	43%	44%	50%	68%	100%
AVERAGE NUMBER OF TASKS PERFORMED	75	153	129	97	114	124

* Active Duty Only

TABLE 5
SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1993 SURVEYS

CURRENT SURVEY (N=681)	1993 SURVEY (N=557)
QUALITY ASSURANCE	QUALITY ASSURANCE
ADVANCED CONCEPT EJECTION SEAT (ACES) II	ACES II EGRESS SYSTEMS MAINTENANCE
INSTRUCTOR	TRAINING
U-2 EGRESS SYSTEMS MAINTENANCE	U-2/TR-1 EGRESS SYSTEMS MAINTENANCE
B-52 EGRESS SYSTEMS MAINTENANCE	B-52 EGRESS SYSTEMS MAINTENANCE
SUPERVISOR	FIRST-LINE SUPERVISION
NO SIMILAR GROUP IDENTIFIED	F-4 EGRESS SYSTEMS MAINTENANCE
NO SIMILAR GROUP IDENTIFIED	T/A-37 AND T-38 EGRESS SYSTEMS MAINTENANCE
NO SIMILAR GROUP IDENTIFIED	F-111 MODULE EGRESS SYSTEMS MAINTENANCE

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as the AFMAN 36-2108 *Specialty Description* and the Career Field Education and Training Plan (CFETP), reflect what career ladder personnel are actually doing in the field.

The distribution of skill-level groups across the career ladder jobs is displayed in Tables 6-8, while Tables 9-11 offers another perspective by displaying the relative percent time spent on each duty across the skill-level groups. These tables reflect the distribution of AD, ANG, and AFRC egress personnel. A typical pattern of progression is noted within the AFSC 2A6X3 career ladder. Personnel at the 3- and 5-skill levels work in the technical jobs of the career ladder and spend most of their time on technical tasks. As incumbents move up to the 7-skill level, higher percentages work in the supervisory jobs, but many personnel still spend some time performing technical tasks.

Skill-Level Descriptions

DAFSC 2A633 Representing 23 percent of the survey sample, these 154 airmen perform an average of 106 tasks. These airmen are all AD since the reserve forces do not have 3-skill levels. Eighty-four percent of this group work in the ACES II Job (Table 6). Five percent of the 3-skill levels work in the B-52 and U-2 Jobs.

Representative tasks performed by DAFSC 2A633 incumbents are listed in Table 12. Most tasks are General Aircrew Egress tasks of Duty A and ACES II tasks of Duty B.

DAFSC 2A653 The 252 members of this group represent 37 percent of the survey sample. Ninety percent work in the ACES II Job with 3 percent in the B-52 Job and 3 percent in the U-2 Job (Table 7). This table also reflects the differences in the job distribution between the active and reserve forces. All of the reserve forces in the survey sample at the 5-skill level are employed in the ACES II Job.

Table 10 reflects the percent time spent on duties by DAFSC 2A653. With the majority of this group's time spent on General Egress tasks and ACES II tasks, the remainder of their time is well distributed across other duties. Tables 13-16 list representative tasks performed by these DAFSC 2A653 personnel. Table 17 reflects those tasks which best differentiate 5-skill level personnel from their 3-skill level counterparts.

DAFSC 2A673 These 275 members perform an average 161 tasks and represent 40 percent of the survey sample. Table 8 shows the highest percentage of members in the ACES II Job, but less than their 3 and 5-skill level counterparts. This table reflects that 7-skill level personnel perform the QA and Supervisor Jobs. The Air Guard and Reserves have fewer members performing in the Supervisor Job at this level than Active Duty members.

Table 11 reflects the percent time spent on duties by DAFSC 2A673. The main differences seen here are between the Active Duty and Reserve Forces responding to Management and Supervisory tasks of Duty P. Representative tasks are reflected in Tables 18-21 for 7-skill level personnel. Table 22 reflects tasks which best differentiate between the 7 and 5-skill levels.

Summary

Progression in the egress career ladder follows a regular pattern of highly technical job focus at the lower skill levels, with a broadening into supervision and management at the 7-skill level. An emphasis is clearly seen in performing primarily the core job of the personnel functions at the 3- and 5-skill levels., with some broadening into supervisory functions at the 5-skill level. Craftsmen at the 7-skill level are beginning to shift to supervisory jobs, but a good deal of their job time is still spent in the technical arena. Air National Guard and Air Force Reserve 7-skill level personnel spend a much higher percentage of their time performing technical tasks versus supervisory tasks than their Active Duty counterparts.

TABLE 6

DISTRIBUTION OF 3-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
 (PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>	ACTIVE 2A633 (N=154)
I. QUALITY ASSURANCE	0
II. ADVANCED CONCEPT EJECTION SEAT (ACES) II	84
III. INSTRUCTOR	0
IV. U-2 EGRESS SYSTEMS MAINTENANCE	1
V. B-52 EGRESS SYSTEMS MAINTENANCE	4
VI. SUPERVISOR	0
NOT GROUPED	11

TABLE 7

DISTRIBUTION OF 5-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>	TOTAL			ACTIVE	ANG	AFRC
	2A653 (N=252)	2A653 (N=150)	2A653 (N=80)	2A653 (N=80)	2A653 (N=22)	2A653 (N=22)
I. QUALITY ASSURANCE	0	0	0	0	0	0
II. ADVANCED CONCEPT EJECTION SEAT (ACES) II	90	86	95	95	100	
III. INSTRUCTOR	*	1	0	0	0	
IV. U-2 EGRESS SYSTEMS MAINTENANCE	3	4	0	0	0	
V. B-52 EGRESS SYSTEMS MAINTENANCE	3	5	0	0	0	
VI. SUPERVISOR	*	1	0	0	0	
NOT GROUPED	4	3	5	5	0	

* less than 1 percent

TABLE 8

DISTRIBUTION OF 7-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
 (PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>	TOTAL 2A673 (N=275)	ACTIVE 2A673 (N=181)	ANG 2A673 (N=79)	AFRC 2A673 (N=15)
I. QUALITY ASSURANCE	2	3	0	0
II. ADVANCED CONCEPT EJECTION SEAT (ACES) II	73	63	91	93
III. INSTRUCTOR	3	4	0	0
IV. U-2 EGRESS SYSTEMS MAINTENANCE	3	3	0	0
V. B-52 EGRESS SYSTEMS MAINTENANCE	3	4	0	0
VI. SUPERVISOR	12	16	5	7
NOT GROUPED	4	7	4	0

TABLE 9

RELATIVE PERCENT TIME SPENT ON DUTIES BY 3-SKILL LEVEL DAFSC GROUPS

DUTIES	ACTIVE 2A633 (N=154)
A PERFORMING GENERAL AIRCREW EGRESS MAINTENANCE ACTIVITIES	59
B MAINTAINING ADVANCED CONCEPT EJECTION SEAT (ACES II) SYSTEMS	20
C MAINTAINING B-1B EGRESS SYSTEMS	*
D MAINTAINING B-2 EGRESS SYSTEMS	*
E MAINTAINING B-52 EGRESS SYSTEMS	1
F MAINTAINING F-15 EGRESS SYSTEMS	2
G MAINTAINING F-16 EGRESS SYSTEMS	6
H MAINTAINING EF-111 MODULE SYSTEMS	1
I MAINTAINING F-117 EGRESS SYSTEMS	*
J MAINTAINING AT-38 OR T-38 EGRESS SYSTEMS	*
K PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	3
L PERFORMING GENERAL AIRCRAFT MAINTENANCE ACTIVITIES	1
M PERFORMING TRAINING ACTIVITIES	*
N PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	1
O PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4
P PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	*

* less than 1 percent

TABLE 10

RELATIVE PERCENT TIME SPENT ON DUTIES BY 5-SKILL LEVEL DAFSC GROUPS

DUTIES	TOTAL (N=252)	ACTIVE (N=150)	ANG (N=80)	AFRC (N=22)
A PERFORMING GENERAL AIRCREW EGRESS MAINTENANCE ACTIVITIES	54	51	58	54
B MAINTAINING ADVANCED CONCEPT EJECTION SEAT (ACES II) SYSTEMS	18	17	20	17
C MAINTAINING B-1B EGRESS SYSTEMS	*	*	0	0
D MAINTAINING B-2 EGRESS SYSTEMS	*	*	0	0
E MAINTAINING B-52 EGRESS SYSTEMS	1	1	0	2
F MAINTAINING F-15 EGRESS SYSTEMS	2	2	1	0
G MAINTAINING F-16 EGRESS SYSTEMS	8	6	11	8
H MAINTAINING EF-111 MODULE SYSTEMS	*	*	0	0
I MAINTAINING F-117 EGRESS SYSTEMS	*	*	0	0
J MAINTAINING AT-38 OR T-38 EGRESS SYSTEMS	*	*	0	0
K PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	3	4	2	4
L PERFORMING GENERAL AIRCRAFT MAINTENANCE ACTIVITIES	2	2	3	4
M PERFORMING TRAINING ACTIVITIES	3	3	1	3
N PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	1	2	1	2
O PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	4	2	4
P PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	3	5	1	0

* less than 1 percent

TABLE 11

RELATIVE PERCENT TIME SPENT ON DUTIES BY 7-SKILL LEVEL DAFSC GROUPS

DUTIES	TOTAL 2A673 (N=275)	ACTIVE 2A673 (N=181)	ANG 2A673 (N=79)	AFRC 2A673 (N=15)
A PERFORMING GENERAL AIRCREW EGRESS MAINTENANCE ACTIVITIES	37	33	46	48
B MAINTAINING ADVANCED CONCEPT EJECTION SEAT (ACES II) SYSTEMS	12	10	15	13
C MAINTAINING B-1B EGRESS SYSTEMS	1	*	1	0
D MAINTAINING B-2 EGRESS SYSTEMS	*	*	0	0
E MAINTAINING B-52 EGRESS SYSTEMS	1	1	0	3
F MAINTAINING F-15 EGRESS SYSTEMS	1	1	*	0
G MAINTAINING F-16 EGRESS SYSTEMS	4	3	7	5
H MAINTAINING EF-111 MODULE SYSTEMS	*	*	0	0
I MAINTAINING F-117 EGRESS SYSTEMS	*	*	0	0
J MAINTAINING AT-38 OR T-38 EGRESS SYSTEMS	*	1	*	0
K PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	7	8	5	5
L PERFORMING GENERAL AIRCRAFT MAINTENANCE ACTIVITIES	2	1	3	3
M PERFORMING TRAINING ACTIVITIES	7	9	5	5
N PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	4	4	4	3
O PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4	4	3	5
P PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	19	24	10	10

* less than 1 percent

TABLE 12

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2A633 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=154)
A0086 Remove or install ejection seats	94
A0026 Inspect ejection seat head-rests	93
A0092 Remove or install safety pins, struts, caps, or plugs	92
A0027 Inspect ejection seat lap-belts	92
A0045 Perform cockpit foreign object inspections	91
A0038 Inspect inertia reels, linkages, cables, straps, harnesses, or controls	91
A0009 Inspect ballistic gas hoses	90
A0085 Remove or install ejection seat survival kits	90
A0033 Inspect ejection seat structures	90
A0006 Determine egress systems explosive components service-life or shelf-life	88
A0004 Arm or dearm ejection systems	88
A0091 Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	88
A0072 Remove or install ejection seat catapults	88
A0060 Raise or lower ejection seats to or from maintenance position	86
B0102 Inspect ACES II environmental sensors	86
A0025 Inspect ejection seat emergency oxygen systems	86
A0032 Inspect ejection seat rails	86
A0050 Perform functional checks of inertia reels	84
A0080 Remove or install ejection seat lap-belts	84
B0121 Remove or install ACES II environmental sensors	84
A0071 Remove or install ejection seat aircrew personal parachutes	84
B0117 Remove or install ACES II ejection seat recovery parachutes	84
B0103 Inspect ACES II pitch stabilization control (STA-PAC) assemblies	84
B0099 Inspect ACES II ejection-control safety levers	84
A0073 Remove or install ejection seat drogue guns	84
A0097 Transport egress systems explosive components	83
A0024 Inspect ejection seat emergency harness release mechanisms	83
A0023 Inspect ejection seat drogue guns	83
B0115 Remove or install ACES II drogue severance cutters	82
A0039 Inspect safety pins, struts, caps, or plugs	82
B0111 Perform operational checks of ACES II environmental sensors	82
A0049 Perform functional checks of ejection seat linkages, such as D-rings or ejection control handles	82
A0079 Remove or install ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	82
A0059 Perform time compliance technical order (TCTO) modifications to egress systems	81
A0020 Inspect egress systems ballistic components, other than explosive panels or lines	81
B0105 Inspect ACES II recovery sequencers	81
B0108 Perform operational checks of ACES II ejection-control safety levers	81
B0107 Perform operational checks of ACES II ejection seat sequence-start switches	81
B0109 Perform operational checks of ACES II emergency manual chute deployment systems	81
B0120 Remove or install ACES II emergency power supply	81
A0003 Adjust ejection seat components or linkages	80

* Average Number of Tasks Performed - 106

TABLE 13

REPRESENTATIVE TASKS PERFORMED BY ALL 2A653 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=252)
A0027 Inspect ejection seat lap-belts	98
A0045 Perform cockpit foreign object inspections	97
A0009 Inspect ballistic gas hoses	97
A0050 Perform functional checks of inertia reels	97
A0026 Inspect ejection seat head-rests	97
A0032 Inspect ejection seat rails	97
A0086 Remove or install ejection seats	96
A0038 Inspect inertia reels, linkages, cables, straps, harnesses, or controls	96
A0072 Remove or install ejection seat catapults	96
A0006 Determine egress systems explosive components service-life or shelf-life	95
A0004 Arm or dearm ejection systems	95
A0092 Remove or install safety pins, struts, caps, or plugs	94
A0033 Inspect ejection seat structures	94
A0091 Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	94
A0080 Remove or install ejection seat lap-belts	94
A0060 Raise or lower ejection seats to or from maintenance position	93
A0073 Remove or install ejection seat drogue guns	93
A0020 Inspect egress systems ballistic components, other than explosive panels or lines	92
B0121 Remove or install ACES II environmental sensors	92
A0025 Inspect ejection seat emergency oxygen systems	92
A0049 Perform functional checks of ejection seat linkages, such as D-rings or ejection control handles	92
A0085 Remove or install ejection seat survival kits	92
A0059 Perform time compliance technical order (TCTO) modifications to egress systems	91
B0102 Inspect ACES II environmental sensors	91
A0023 Inspect ejection seat drogue guns	91
B0111 Perform operational checks of ACES II environmental sensors	91
B0123 Remove or install ACES II recovery sequencers	91
A0024 Inspect ejection seat emergency harness release mechanisms	90
A0071 Remove or install ejection seat aircrew personal parachutes	90
B0103 Inspect ACES II pitch stabilization control (STA-PAC) assemblies	90
A0039 Inspect safety pins, struts, caps, or plugs	89
B0105 Inspect ACES II recovery sequencers	89
A0030 Inspect ejection seat parachute or drogue-chute harnesses, cases, or lines	89
A0019 Inspect egress shop support equipment	89
A0046 Perform corrosion control on aircrew egress systems	89
B0115 Remove or install ACES II drogue severance cutters	89
B0126 Remove or install ACES II STA-PAC assemblies	89
A0057 Perform periodic inspections on egress systems	88
B0104 Inspect ACES II recovery parachute containers	88
B0099 Inspect ACES II ejection-control safety levers	88
B0101 Inspect ACES II emergency manual chute deployment systems	88
B0108 Perform operational checks of ACES II ejection-control safety levers	88
B0120 Remove or install ACES II emergency power supply	88

* Average Number of Tasks Performed - 140

TABLE 14

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2A653 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=150)
A0038 Inspect inertia reels, linkages, cables, straps, harnesses, or controls	99
A0006 Determine egress systems explosive components service-life or shelf-life	98
A0027 Inspect ejection seat lap-belts	98
A0026 Inspect ejection seat head-rests	98
A0009 Inspect ballistic gas hoses	97
A0050 Perform functional checks of inertia reels	97
A0045 Perform cockpit foreign object inspections	97
A0091 Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	97
A0072 Remove or install ejection seat catapults	96
A0033 Inspect ejection seat structures	95
A0032 Inspect ejection seat rails	95
A0086 Remove or install ejection seats	94
A0071 Remove or install ejection seat aircrew personal parachutes	94
A0085 Remove or install ejection seat survival kits	94
A0080 Remove or install ejection seat lap-belts	94
A0023 Inspect ejection seat drogue guns	93
A0004 Arm or disarm ejection systems	93
A0073 Remove or install ejection seat drogue guns	93
A0092 Remove or install safety pins, struts, caps, or plugs	92
A0059 Perform time compliance technical order (TCTO) modifications to egress systems	91
A0020 Inspect egress systems ballistic components, other than explosive panels or lines	91
A0030 Inspect ejection seat parachute or drogue-chute harnesses, cases, or lines	91
A0046 Perform corrosion control on aircrew egress systems	91
A0060 Raise or lower ejection seats to or from maintenance position	91
A0052 Perform one-time inspections on egress systems	91
A0019 Inspect egress shop support equipment	91
A0025 Inspect ejection seat emergency oxygen systems	89
A0070 Remove or install egress systems lines, tubes, or hoses	89
A0049 Perform functional checks of ejection seat linkages, such as D-rings or ejection control handles	89
A0043 Maintain egress shop support equipment	89
A0024 Inspect ejection seat emergency harness release mechanisms	89
B0121 Remove or install ACES II environmental sensors	88
B0102 Inspect ACES II environmental sensors	88
B0111 Perform operational checks of ACES II environmental sensors	88
A0097 Transport egress systems explosive components	87
A0039 Inspect safety pins, struts, caps, or plugs	87
B0105 Inspect ACES II recovery sequencers	87
B0103 Inspect ACES II pitch stabilization control (STA-PAC) assemblies	87
B0115 Remove or install ACES II drogue severance cutters	87
B0123 Remove or install ACES II recovery sequencers	87
A0079 Remove or install ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	87
B0099 Inspect ACES II ejection-control safety levers	86

* Average Number of Tasks Performed - 143

TABLE 15
REPRESENTATIVE TASKS PERFORMED BY ANG 2A653 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=80)
A0086 Remove or install ejection seats	99
A0050 Perform functional checks of inertia reels	99
A0032 Inspect ejection seat rails	99
A0004 Arm or dearm ejection systems	98
A0045 Perform cockpit foreign object inspections	98
A0027 Inspect ejection seat lap-belts	96
A0025 Inspect ejection seat emergency oxygen systems	96
A0026 Inspect ejection seat head-rests	96
B0121 Remove or install ACES II environmental sensors	96
A0049 Perform functional checks of ejection seat linkages, such as D-rings or ejection control handles	96
B0123 Remove or install ACES II recovery sequencers	96
A0092 Remove or install safety pins, struts, caps, or plugs	95
A0009 Inspect ballistic gas hoses	95
A0060 Raise or lower ejection seats to or from maintenance position	95
A0072 Remove or install ejection seat catapults	95
B0126 Remove or install ACES II STA-PAC assemblies	95
A0024 Inspect ejection seat emergency harness release mechanisms	94
B0102 Inspect ACES II environmental sensors	94
B0111 Perform operational checks of ACES II environmental sensors	94
B0103 Inspect ACES II pitch stabilization control (STA-PAC) assemblies	93
B0105 Inspect ACES II recovery sequencers	93
A0073 Remove or install ejection seat drogue guns	93
A0080 Remove or install ejection seat lap-belts	93
B0115 Remove or install ACES II drogue severance cutters	93
A0038 Inspect inertia reels, linkages, cables, straps, harnesses, or controls	91
B0104 Inspect ACES II recovery parachute containers	91
A0039 Inspect safety pins, struts, caps, or plugs	91
B0099 Inspect ACES II ejection-control safety levers	91
A0033 Inspect ejection seat structures	90
A0020 Inspect egress systems ballistic components, other than explosive panels or lines	90
A0057 Perform periodic inspections on egress systems	90
A0059 Perform time compliance technical order (TCTO) modifications to egress systems	90
B0101 Inspect ACES II emergency manual chute deployment systems	90
A0085 Remove or install ejection seat survival kits	90
A0006 Determine egress systems explosive components service-life or shelf-life	90
B0120 Remove or install ACES II emergency power supply	90
A0035 Inspect explosive lines	89
A0054 Perform operational checks of lap-belt release mechanisms	89
B0106 Inspect ACES II seat arm switches	89
B0108 Perform operational checks of ACES II ejection-control safety levers	89
A0091 Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	89
A0047 Perform egress systems final inspections	88

* Average Number of Tasks Performed - 129

TABLE 16
REPRESENTATIVE TASKS PERFORMED BY AFRC 2A653 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=22)
A0047 Perform egress systems final inspections	100
A0086 Remove or install ejection seats	100
A0004 Arm or dearm ejection systems	100
A0060 Raise or lower ejection seats to or from maintenance position	100
A0009 Inspect ballistic gas hoses	100
A0092 Remove or install safety pins, struts, caps, or plugs	100
A0027 Inspect ejection seat lap-belts	100
A0049 Perform functional checks of ejection seat linkages, such as D-rings or ejection control handles	100
A0032 Inspect ejection seat rails	100
A0038 Inspect inertia reels, linkages, cables, straps, harnesses, or controls	100
A0033 Inspect ejection seat structures	100
A0020 Inspect egress systems ballistic components, other than explosive panels or lines	100
A0025 Inspect ejection seat emergency oxygen systems	100
B0108 Perform operational checks of ACES II ejection-control safety levers	100
A0023 Inspect ejection seat drogue guns	100
B0111 Perform operational checks of ACES II environmental sensors	100
B0102 Inspect ACES II environmental sensors	100
B0121 Remove or install ACES II environmental sensors	100
B0109 Perform operational checks of ACES II emergency manual chute deployment systems	100
B0103 Inspect ACES II pitch stabilization control (STA-PAC) assemblies	100
B0101 Inspect ACES II emergency manual chute deployment systems	100
A0072 Remove or install ejection seat catapults	100
A0073 Remove or install ejection seat drogue guns	100
B0122 Remove or install ACES II mortar disconnect assemblies	100
A0083 Remove or install ejection seat rails	100
A0079 Remove or install ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	100
B0120 Remove or install ACES II emergency power supply	100
B0123 Remove or install ACES II recovery sequencers	100
A0062 Remove or install canopies	95
A0045 Perform cockpit foreign object inspections	95
A0061 Remove or install aircraft panels	95
A0057 Perform periodic inspections on egress systems	95
A0059 Perform time compliance technical order (TCTO) modifications to egress systems	95
A0026 Inspect ejection seat head-rests	95
A0039 Inspect safety pins, struts, caps, or plugs	95
A0006 Determine egress systems explosive components service-life or shelf-life	95
A0063 Remove or install canopy actuators	95
A0013 Inspect canopy nonballistic components	95
A0019 Inspect egress shop support equipment	95
A0046 Perform corrosion control on aircrew egress systems	95
A0021 Inspect egress systems hoists or cranes	95
A0054 Perform operational checks of lap-belt release mechanisms	95
B0117 Remove or install ACES II ejection seat recovery parachutes	95

* Average Number of Tasks Performed -159

TABLE 17

**TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSCs 2A633 AND 2A653 PERSONNEL
(PERCENT MEMBERS PERFORMING)**

TASKS	DAFSC 2A633 (N=154)	DAFSC 2A653 (N=150)	DIFF
M0359 Conduct OJT	7.14	51.33	-44.19
M0361 Conduct training sessions	1.30	41.33	-40.03
P0498 Supervise military personnel	1.95	40.00	-38.05
P0438 Counsel subordinates concerning personal matters	1.30	39.33	-38.03
P0441 Determine or establish work assignments or priorities	1.30	37.33	-36.03
M0371 Evaluate progress of trainees	.65	36.67	-36.02
M0362 Counsel trainees on training progress	2.60	36.00	-33.40
P0481 Inspect personnel for compliance with military standards	.65	30.67	-30.02
K0305 Clear Red-X conditions	7.79	37.33	-29.54
P0436 Conduct supervisory performance feedback sessions	.00	29.33	-29.33
P0471 Evaluate personnel for compliance with performance standards	.00	28.67	-28.67
A0093 Remove or install seat positioning actuators	47.40	76.00	-28.60
M0375 Maintain training records or files	4.55	32.00	-27.45
P0459 Establish performance standards for subordinates	.00	27.33	-27.33
O0413 Evaluate serviceability of equipment, tools, parts, or supplies	31.82	58.67	-26.85
M0370 Evaluate personnel to determine training needs	1.30	28.00	-26.70
K0304 Analyze CAMS data	28.57	54.67	-26.10
P0433 Conduct self-inspections or self-assessments	3.25	28.67	-25.42

TABLE 18

REPRESENTATIVE TASKS PERFORMED BY ALL 2A673 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=275)
A0047 Perform egress systems final inspections	87
A0009 Inspect ballistic gas hoses	86
A0027 Inspect ejection seat lap-belts	86
A0045 Perform cockpit foreign object inspections	85
A0038 Inspect inertia reels, linkages, cables, straps, harnesses, or controls	85
A0033 Inspect ejection seat structures	85
A0026 Inspect ejection seat head-rests	85
A0019 Inspect egress shop support equipment	85
A0032 Inspect ejection seat rails	84
K0302 Access core automated maintenance system (CAMS) menus and data screens	83
A0086 Remove or install ejection seats	83
A0050 Perform functional checks of inertia reels	83
A0092 Remove or install safety pins, struts, caps, or plugs	83
A0006 Determine egress systems explosive components service-life or shelf-life	82
A0020 Inspect egress systems ballistic components, other than explosive panels or lines	82
A0025 Inspect ejection seat emergency oxygen systems	82
A0004 Arm or dearm ejection systems	82
A0052 Perform one-time inspections on egress systems	82
A0072 Remove or install ejection seat catapults	82
A0051 Perform in-progress inspections (IPIs)	81
A0024 Inspect ejection seat emergency harness release mechanisms	81
A0039 Inspect safety pins, struts, caps, or plugs	80
A0059 Perform time compliance technical order (TCTO) modifications to egress systems	80
A0030 Inspect ejection seat parachute or drogue-chute harnesses, cases, or lines	80
A0023 Inspect ejection seat drogue guns	80
A0021 Inspect egress systems hoists or cranes	80
K0305 Clear Red-X conditions	79
A0057 Perform periodic inspections on egress systems	79
B0105 Inspect ACES II recovery sequencers	79
B0103 Inspect ACES II pitch stabilization control (STA-PAC) assemblies	79
B0099 Inspect ACES II ejection-control safety levers	79
B0102 Inspect ACES II environmental sensors	79
A0080 Remove or install ejection seat lap-belts	79
A0085 Remove or install ejection seat survival kits	79
A0018 Inspect egress shop explosives storage facilities	78
A0060 Raise or lower ejection seats to or from maintenance position	78
B0104 Inspect ACES II recovery parachute containers	78
A0073 Remove or install ejection seat drogue guns	78
B0101 Inspect ACES II emergency manual chute deployment systems	77
A0091 Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	77
A0003 Adjust ejection seat components or linkages	77
A0071 Remove or install ejection seat aircrew personal parachutes	76
A0029 Inspect ejection seat linkages	75
A0042 Maintain egress shop explosives storage facilities	75

* Average Number of Tasks Performed - 161

TABLE 19

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2A673 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=181)
A0047 Perform egress systems final inspections	81
A0045 Perform cockpit foreign object inspections	81
A0009 Inspect ballistic gas hoses	81
A0033 Inspect ejection seat structures	81
A0038 Inspect inertia reels, linkages, cables, straps, harnesses, or controls	81
A0027 Inspect ejection seat lap-belts	81
K0302 Access core automated maintenance system (CAMS) menus and data screens	80
A0006 Determine egress systems explosive components service-life or shelf-life	80
P0438 Counsel subordinates concerning personal matters	80
A0019 Inspect egress shop support equipment	80
P0436 Conduct supervisory performance feedback sessions	80
A0026 Inspect ejection seat head-rests	79
A0020 Inspect egress systems ballistic components, other than explosive panels or lines	78
A0051 Perform in-progress inspections (IPIs)	78
A0032 Inspect ejection seat rails	78
P0498 Supervise military personnel	77
A0018 Inspect egress shop explosives storage facilities	77
A0086 Remove or install ejection seats	77
P0441 Determine or establish work assignments or priorities	77
A0050 Perform functional checks of inertia reels	77
A0092 Remove or install safety pins, struts, caps, or plugs	77
K0305 Clear Red-X conditions	76
A0004 Arm or disarm ejection systems	76
A0052 Perform one-time inspections on egress systems	76
A0072 Remove or install ejection seat catapults	76
A0030 Inspect ejection seat parachute or drogue-chute harnesses, cases, or lines	76
P0433 Conduct self-inspections or self-assessments	75
A0025 Inspect ejection seat emergency oxygen systems	75
A0021 Inspect egress systems hoists or cranes	75
A0024 Inspect ejection seat emergency harness release mechanisms	75
A0039 Inspect safety pins, struts, caps, or plugs	74
A0080 Remove or install ejection seat lap-belts	74
A0085 Remove or install ejection seat survival kits	74
A0059 Perform time compliance technical order (TCTO) modifications to egress systems	73
B0105 Inspect ACES II recovery sequencers	72
B0104 Inspect ACES II recovery parachute containers	72
A0057 Perform periodic inspections on egress systems	72
A0023 Inspect ejection seat drogue guns	72
B0103 Inspect ACES II pitch stabilization control (STA-PAC) assemblies	72
B0099 Inspect ACES II ejection-control safety levers	72
A0091 Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	72
A0003 Adjust ejection seat components or linkages	72
P0481 Inspect personnel for compliance with military standards	71
M0371 Evaluate progress of trainees	71

* Average Number of Tasks Performed - 157

TABLE 20
REPRESENTATIVE TASKS PERFORMED BY ANG 2A673 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=79)
A0047 Perform egress systems final inspections	97
A0027 Inspect ejection seat lap-belts	95
A0025 Inspect ejection seat emergency oxygen systems	95
A0026 Inspect ejection seat head-rests	95
A0092 Remove or install safety pins, struts, caps, or plugs	95
A0086 Remove or install ejection seats	94
A0009 Inspect ballistic gas hoses	94
A0033 Inspect ejection seat structures	94
A0050 Perform functional checks of inertia reels	94
A0032 Inspect ejection seat rails	94
A0052 Perform one-time inspections on egress systems	94
A0019 Inspect egress shop support equipment	94
A0038 Inspect inertia reels, linkages, cables, straps, harnesses, or controls	92
A0004 Arm or disarm ejection systems	92
B0102 Inspect ACES II environmental sensors	92
B0103 Inspect ACES II pitch stabilization control (STA-PAC) assemblies	92
B0105 Inspect ACES II recovery sequencers	92
B0099 Inspect ACES II ejection-control safety levers	92
A0023 Inspect ejection seat drogue guns	92
A0072 Remove or install ejection seat catapults	92
A0079 Remove or install ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	92
A0045 Perform cockpit foreign object inspections	91
A0060 Raise or lower ejection seats to or from maintenance position	91
A0024 Inspect ejection seat emergency harness release mechanisms	91
B0108 Perform operational checks of ACES II ejection-control safety levers	91
A0021 Inspect egress systems hoists or cranes	91
A0073 Remove or install ejection seat drogue guns	91
A0057 Perform periodic inspections on egress systems	90
A0059 Perform time compliance technical order (TCTO) modifications to egress systems	90
B0121 Remove or install ACES II environmental sensors	90
B0111 Perform operational checks of ACES II environmental sensors	90
B0107 Perform operational checks of ACES II ejection seat sequence-start switches	90
B0123 Remove or install ACES II recovery sequencers	90
B0120 Remove or install ACES II emergency power supply	90
A0070 Remove or install egress systems lines, tubes, or hoses	90
B0126 Remove or install ACES II STA-PAC assemblies	90
A0039 Inspect safety pins, struts, caps, or plugs	89
B0104 Inspect ACES II recovery parachute containers	89
A0080 Remove or install ejection seat lap-belts	89
A0071 Remove or install ejection seat aircrew personal parachutes	89
A0091 Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	89
B0109 Perform operational checks of ACES II emergency manual chute deployment systems	89
A0003 Adjust ejection seat components or linkages	89
A0076 Remove or install ejection seat emergency oxygen system components	89

* Average Number of Tasks Performed - 169

TABLE 21
REPRESENTATIVE TASKS PERFORMED BY AFRC 2A673 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=15)
A0047 Perform egress systems final inspections	100
A0033 Inspect ejection seat structures	100
A0038 Inspect inertia reels, linkages, cables, straps, harnesses, or controls	100
A0060 Raise or lower ejection seats to or from maintenance position	100
A0027 Inspect ejection seat lap-belts	100
A0009 Inspect ballistic gas hoses	100
A0086 Remove or install ejection seats	100
A0032 Inspect ejection seat rails	100
A0039 Inspect safety pins, struts, caps, or plugs	100
A0019 Inspect egress shop support equipment	100
A0026 Inspect ejection seat head-rests	100
A0013 Inspect canopy nonballistic components	100
A0092 Remove or install safety pins, struts, caps, or plugs	100
A0025 Inspect ejection seat emergency oxygen systems	100
A0020 Inspect egress systems ballistic components, other than explosive panels or lines	100
A0024 Inspect ejection seat emergency harness release mechanisms	100
A0059 Perform time compliance technical order (TCTO) modifications to egress systems	100
A0057 Perform periodic inspections on egress systems	100
A0023 Inspect ejection seat drogue guns	100
A0045 Perform cockpit foreign object inspections	93
A0050 Perform functional checks of inertia reels	93
A0049 Perform functional checks of ejection seat linkages, such as D-rings or ejection control handles	93
A0029 Inspect ejection seat linkages	93
A0016 Inspect canopy removers	93
A0030 Inspect ejection seat parachute or drogue-chute harnesses, cases, or lines	93
A0071 Remove or install ejection seat aircrew personal parachutes	93
A0004 Arm or disarm ejection systems	93
A0097 Transport egress systems explosive components	93
B0103 Inspect ACES II pitch stabilization control (STA-PAC) assemblies	93
B0111 Perform operational checks of ACES II environmental sensors	93
B0105 Inspect ACES II recovery sequencers	93
A0085 Remove or install ejection seat survival kits	93
A0072 Remove or install ejection seat catapults	93
B0102 Inspect ACES II environmental sensors	93
A0052 Perform one-time inspections on egress systems	93
A0043 Maintain egress shop support equipment	87
A0054 Perform operational checks of lap-belt release mechanisms	87
B0121 Remove or install ACES II environmental sensors	87
A0046 Perform corrosion control on aircrew egress systems	87
A0006 Determine egress systems explosive components service-life or shelf-life	87
A0079 Remove or install ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	87
B0099 Inspect ACES II ejection-control safety levers	87
A0080 Remove or install ejection seat lap-belts	87

* Average Number of Tasks Performed -175

TABLE 22

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSCs 2A653 AND 2A673 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2A653 (N=150)	DAFSC 2A673 (N=181)	DIFF
	DAFSC 2A653 (N=150)	DAFSC 2A673 (N=181)	DIFF
A0043	Maintain egress shop support equipment	88.67	62.43
A0063	Remove or install canopy actuators	61.33	35.36
B0118	Remove or install ACES II ejection seat sequence-start switches	76.67	51.38
G0232	Remove or install F-16 canopy transparencies	50.67	25.41
A0071	Remove or install ejection seat aircrew personal parachutes	94.00	69.06
A0091	Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	96.67	71.82
A0075	Remove or install ejection seat emergency harness release mechanisms	78.00	53.59
A0083	Remove or install ejection seat rails	66.67	43.09
B0111	Perform operational checks of ACES II environmental sensors	88.00	64.64
A0068	Remove or install canopy removers	71.33	48.07
A0076	Remove or install ejection seat emergency oxygen system components	86.00	63.54
B0126	Remove or install ACES II STA-PAC assemblies	85.33	62.98
P0436	Conduct supervisory performance feedback sessions	29.33	79.56
P0431	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	6.00	-50.22
P0475	Evaluate work schedules	12.67	-48.14
P0433	Conduct self-inspections or self-assessments	28.67	-46.45
P0476	Evaluate workload requirements	11.33	-45.92
P0435	Conduct supervisory orientations for newly assigned personnel	19.33	-45.02
P0501	Write performance reports or supervisory appraisals	22.67	-44.20
P0494	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	4.67	-44.18
P0496	Schedule work assignments or priorities	22.00	-43.95
P0502	Write recommendations for awards or decorations	19.33	-43.75
P0445	Develop or establish work schedules	21.33	-43.10
		64.09	-42.76

TRAINING ANALYSIS

Occupational survey data are one of many sources of information which can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment. Factors which may be used in evaluating training include the overall description of the job being performed by first-enlistment personnel and their overall distribution across career ladder jobs, percentages of first-job (1-24 months TAFMS) or first-enlistment (1-48 months TAFMS) members performing specific tasks, as well as TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section).

First-Enlistment Personnel

In this study, there are 221 members in their first enlistment (1-48 months TAFMS), representing 32 percent of the total survey sample. Figure 2 reflects the distribution of first-enlistment personnel within the career ladder. Most of their duty time is spent on technical activities. Table 23 displays the relative percent of time spent on duties by first-enlistment personnel. Reviewing the table, it is clearly evident that most first-enlistment personnel are primarily performing tasks under Duty A (Performing General Aircrew Egress Maintenance Activities) and Duty B (Maintaining Advanced Concept Ejection Seat (ACES II) Systems). First- enlistment personnel are primarily utilized in the ACES II Job.

Table 24 lists representative tasks performed by first-enlistment personnel. Most involve more common egress tasks such as removing or installing ejection seats and arming and dearming ejection systems. Table 25 displays the relative time spent on duties by Mission Ready Technicians (MRTs). MRT defines 1-18 months TAFMS as the first job with the tasks associated with the first job. Table 26 lists representative tasks performed by MRT personnel.

Table 27 reflects the type aircraft maintained by active duty first-job and first-enlistment respondents, while Table 28 lists the AGE equipment and Table 29 the special tools or equipment used or operated by 30 percent or more active duty first-enlistment airmen. Table 30 reflects the forms used by 30 percent or more active duty first enlistment personnel.

**DISTRIBUTION OF 2A6X3 FIRST-ENLISTMENT PERSONNEL
ACROSS SPECIALTY JOBS
(N = 221)**

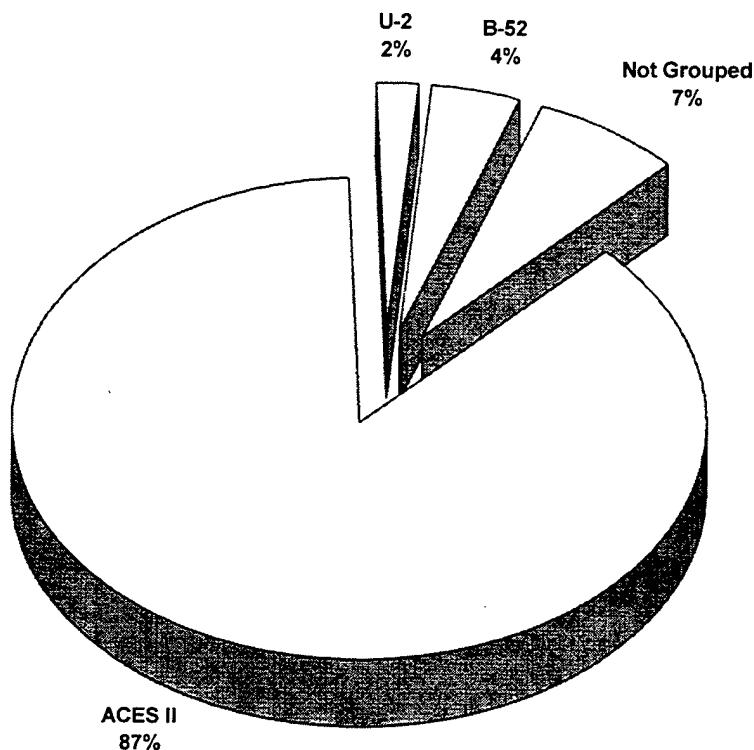


FIGURE 2

TABLE 23
 RELATIVE PERCENT TIME SPENT ON DUTIES BY
 FIRST-ENLISTMENT PERSONNEL
 (N=221)

DUTIES	PERCENT TIME SPENT
A PERFORMING GENERAL AIRCREW EGRESS MAINTENANCE ACTIVITIES	57
B MAINTAINING ADVANCED CONCEPT EJECTION SEAT (ACES II) SYSTEMS	20
C MAINTAINING B-1B EGRESS SYSTEMS	1
D MAINTAINING B-2 EGRESS SYSTEMS	*
E MAINTAINING B-52 EGRESS SYSTEMS	1
F MAINTAINING F-15 EGRESS SYSTEMS	2
G MAINTAINING F-16 EGRESS SYSTEMS	6
H MAINTAINING EF-111 MODULE SYSTEMS	1
I MAINTAINING F-117 EGRESS SYSTEMS	*
J MAINTAINING AT-38 OR T-38 EGRESS SYSTEMS	*
K PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	3
L PERFORMING GENERAL AIRCRAFT MAINTENANCE ACTIVITIES	1
M PERFORMING TRAINING ACTIVITIES	1
N PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	1
O PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4
P PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1

TABLE 24
 REPRESENTATIVE TASKS PERFORMED BY AFSC 2A6X3
 FIRST-ENLISTMENT PERSONNEL
 (N=221)

TASKS	PERCENT MEMBERS PERFORMING
A0026 Inspect ejection seat head-rests	95
A0086 Remove or install ejection seats	94
A0027 Inspect ejection seat lap-belts	94
A0038 Inspect inertia reels, linkages, cables, straps, harnesses, or controls	94
A0045 Perform cockpit foreign object inspections	93
A0092 Remove or install safety pins, struts, caps, or plugs	93
A0009 Inspect ballistic gas hoses	93
A0006 Determine egress systems explosive components service-life or shelf-life	92
A0033 Inspect ejection seat structures	91
A0085 Remove or install ejection seat survival kits	91
A0091 Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	91
A0072 Remove or install ejection seat catapults	90
A0004 Arm or disarm ejection systems	90
A0060 Raise or lower ejection seats to or from maintenance position	89
A0025 Inspect ejection seat emergency oxygen systems	89
A0032 Inspect ejection seat rails	88
B0102 Inspect ACES II environmental sensors	88
A0050 Perform functional checks of inertia reels	88
A0080 Remove or install ejection seat lap-belts	88
A0023 Inspect ejection seat drogue guns	88
A0073 Remove or install ejection seat drogue guns	87
A0071 Remove or install ejection seat aircrew personal parachutes	87
B0121 Remove or install ACES II environmental sensors	86
A0059 Perform time compliance technical order (TCTO) modifications to egress systems	86
B0103 Inspect ACES II pitch stabilization control (STA-PAC) assemblies	86
A0024 Inspect ejection seat emergency harness release mechanisms	86
A0097 Transport egress systems explosive components	86
B0117 Remove or install ACES II ejection seat recovery parachutes	86
B0099 Inspect ACES II ejection-control safety levers	86
A0079 Remove or install ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	86
A0020 Inspect egress systems ballistic components, other than explosive panels or lines	85
B0111 Perform operational checks of ACES II environmental sensors	85
B0115 Remove or install ACES II drogue severance cutters	85
A0049 Perform functional checks of ejection seat linkages, such as D-rings or ejection control handles	85
B0105 Inspect ACES II recovery sequencers	84
B0108 Perform operational checks of ACES II ejection-control safety levers	84
A0039 Inspect safety pins, struts, caps, or plugs	84
A0035 Inspect explosive lines	84

* Average Number of Tasks Performed -117

TABLE 25
 RELATIVE PERCENT TIME SPENT ON DUTIES BY AFSC 2A6X3
 1-18 MONTHS TAFMS (MRT)
 (N=70)

DUTIES	PERCENT TIME SPENT
A PERFORMING GENERAL AIRCREW EGRESS MAINTENANCE ACTIVITIES	60
B MAINTAINING ADVANCED CONCEPT EJECTION SEAT (ACES II) SYSTEMS	19
C MAINTAINING B-1B EGRESS SYSTEMS	1
D MAINTAINING B-2 EGRESS SYSTEMS	*
E MAINTAINING B-52 EGRESS SYSTEMS	2
F MAINTAINING F-15 EGRESS SYSTEMS	2
G MAINTAINING F-16 EGRESS SYSTEMS	5
I MAINTAINING F-117 EGRESS SYSTEMS	*
J MAINTAINING AT-38 OR T-38 EGRESS SYSTEMS	*
K PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	3
L PERFORMING GENERAL AIRCRAFT MAINTENANCE ACTIVITIES	1
M PERFORMING TRAINING ACTIVITIES	*
N PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	1
O PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4
P PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1

TABLE 26
REPRESENTATIVE TASKS PERFORMED BY AFSC 2A6X3
1-18 MONTHS TAFMS (MRT)
(N=70)

TASKS	PERCENT MEMBERS PERFORMING
A0086 Remove or install ejection seats	93
A0092 Remove or install safety pins, struts, caps, or plugs	90
A0027 Inspect ejection seat lap-belts	90
A0038 Inspect inertia reels, linkages, cables, straps, harnesses, or controls	90
A0026 Inspect ejection seat head-rests	90
A0033 Inspect ejection seat structures	90
A0085 Remove or install ejection seat survival kits	89
A0045 Perform cockpit foreign object inspections	87
A0009 Inspect ballistic gas hoses	87
A0091 Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	87
A0025 Inspect ejection seat emergency oxygen systems	84
A0032 Inspect ejection seat rails	84
A0080 Remove or install ejection seat lap-belts	84
B0102 Inspect ACES II environmental sensors	83
A0006 Determine egress systems explosive components service-life or shelf-life	83
A0004 Arm or disarm ejection systems	81
A0039 Inspect safety pins, struts, caps, or plugs	81
B0099 Inspect ACES II ejection-control safety levers	80
A0072 Remove or install ejection seat catapults	80
A0079 Remove or install ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	80
A0060 Raise or lower ejection seats to or from maintenance position	79
B0121 Remove or install ACES II environmental sensors	79
A0073 Remove or install ejection seat drogue guns	79
A0050 Perform functional checks of inertia reels	77
A0097 Transport egress systems explosive components	77
A0023 Inspect ejection seat drogue guns	77
B0117 Remove or install ACES II ejection seat recovery parachutes	76
A0021 Inspect egress systems hoists or cranes	76
A0024 Inspect ejection seat emergency harness release mechanisms	76
B0103 Inspect ACES II pitch stabilization control (STA-PAC) assemblies	76
B0108 Perform operational checks of ACES II ejection-control safety levers	76
B0115 Remove or install ACES II drogue severance cutters	76
A0071 Remove or install ejection seat aircrew personal parachutes	74
B0111 Perform operational checks of ACES II environmental sensors	74
A0020 Inspect egress systems ballistic components, other than explosive panels or lines	73
A0059 Perform time compliance technical order (TCTO) modifications to egress systems	73
B0105 Inspect ACES II recovery sequencers	73
B0120 Remove or install ACES II emergency power supply	73
A0035 Inspect explosive lines	71

* Average Number of Tasks Performed -98

TABLE 27
AIRCRAFT MAINTAINED BY ACTIVE DUTY
FIRST-ENLISTMENT AFSC 2A6X3 PERSONNEL

EQUIPMENT	1ST JOB (N=121)	1ST ENL (N=221)
F-16	50	54
F-15	44	48
A/OA-10	22	24
B-1B	7	10
B-52	9	9
AT/T-38	6	8
F-117	5	5
EF-111	4	4
B-2	1	2
U-2	2	2

TABLE 28
AEROSPACE GROUND EQUIPMENT (AGE) USED OR OPERATED
BY 30 PERCENT OR MORE ACTIVE DUTY
FIRST-ENLISTMENT AFSC 2A6X3 PERSONNEL

EQUIPMENT	1ST JOB (N=121)	1ST ENL (N=221)
Cranes	91	93
Maintenance Platforms	79	83
Crew Chief Stands	52	62
Auxiliary Power Units	44	49
Generators	37	39
Lite-Alls	31	36

TABLE 29
 SPECIAL TOOLS OR EQUIPMENT USED OR OPERATED
 BY 30 PERCENT OR MORE ACTIVE DUTY
 FIRST-ENLISTMENT AFSC 2A6X3 PERSONNEL

EQUIPMENT	1ST JOB (N=121)	1ST ENL (N=221)
Torque Wrenches	98	99
Seat Slings	93	95
Common Handtools	93	94
ACES II Seat Skids	89	92
Grounding Cables	88	92
Multimeters	88	91
Pin Straighteners	88	91
Environmental Sensor Test Sets, TTU-415	88	90
Pull Gauges	88	90
Special Handtools	80	85
Depth Gauges	79	81
Seat Raise Bars	67	72
Spring Scales	60	69
Ejection Control Handle Wedges	59	66
Booster Tip Alignment Gauge Sets	58	65
Canopy Slings	60	64
Canopy Raising Adapters	58	61
Seat Raise Maintenance Pins	63	61
Clearance Gauges	47	57
Canopy Trailers	52	56
Sealant Guns	51	56
Canopy Braces	42	54
Micrometers	48	51
Seat Raising Adapters	46	51
Protractors	44	49
Ball and Cable Swedge Kits	40	47
Canopy Hold-Open Fixtures	44	47
Pneumatic Tools	38	47
Canopy Ram Expanders	38	46
Seat Spacers	45	46
Seat Dollies	45	45
Canopy Hinge Bellcrank Restraint Tools	43	43
Initiator Simulators	30	38
Dynometers	24	33

TABLE 30
FORMS USED BY 30 PERCENT OR MORE
ACTIVE DUTY FIRST-ENLISTMENT AFSC 2A6X3 PERSONNEL

FORMS	1ST JOB (N=121)	1ST ENL (N=221)
AFTO FORM 350 (Repairable Item Processing Tag)	93	95
AF FORM 2005 (Issue/Turn-In Request))	86	90
AFTO FORM 781 SERIES (Aircraft Discrepancy/Inspection/Maintenance Records)	75	85
AFTO FORM 22 (Technical Order Improvement Report and Reply)	71	76
DD FORM 1577 (Unserviceable (Condemned) Tag-Materiel)	62	72
DD FORM 1577-2 (Unserviceable (Repairable) Tag-Materiel)	57	69
DD FORM 1574 (Serviceable Tag-Materiel)	58	68
AF FORM 1800 (Operator Inspection Guide/Trouble Report (General Purpose Vehicles))	58	67
AF FORM 457 (USAF Hazard Report)	53	57
AF FORM 2430 (Specialist Dispatch Control Log)	35	52
AF FORM 2047 (Explosives Facility License)	38	50
AF FORM 2413 (Supply Control Log)	36	50
AF FORM 68 (Munitions Authorization Record)	27	47
AFTO FORM 244 (Industrial/Support Equipment Record)	38	47
AFTO FORM 349 (Maintenance Data Collection Record)	45	45
DD FORM 1575 (Suspended Tag-Materiel)	33	40

Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks in the JI considered important for first-enlistment personnel training (see Table 31 for the top-rated tasks), along with a measure of the difficulty of the JI tasks (see selected high rated tasks presented in Table 32). When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

Table 31 presents tasks with the highest TE ratings for AFSC 2A6X3 first-enlistment airmen, while Table 32 displays those tasks AFSC 2A6X3 raters judged to be most difficult to learn how to do. For example, TE raters (refer to Table 31) reported that tasks such as determining egress systems explosive component service-life or shelf-life require a lot of training emphasis and, from the data, most airmen in their first job and within their first enlistment are performing these tasks. Table 32 shows TD raters reported removing or installing B-2 hatches to be among the most difficult tasks to learn. However, due to the low numbers of individuals performing these type of tasks, these tasks would be inappropriate for including in a resident curriculum and is more appropriately taught as an OJT item.

Various lists of tasks, accompanied by TE and TD ratings, and where appropriate, ATI information, are contained in the TRAINING EXTRACT package and should be reviewed in detail by training school personnel. (For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the **SURVEY METHODOLOGY** section of this report.)

TABLE 31

TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS	PERCENT MEMBERS PERFORMING				TASK DIFF*
	TNG EMP*	1ST JOB (N= 121)	1ST ENL (N = 221)		
A0006 Determine egress systems explosive components service-life or shelf-life	7.00	87	92	3.86	
A0049 Perform functional checks of ejection seat linkages, such as D-rings or ejection control handles	6.28	78	85	5.30	
A0086 Remove or install ejection seats	6.11	93	94	5.22	
B0123 Remove or install ACES II recovery sequencers	5.98	74	81	6.89	
B0111 Perform operational checks of ACES II environmental sensors	5.96	79	85	5.23	
K0302 Access core automated maintenance system (CAMS) menus and data screens	5.80	64	73	4.31	
B0103 Inspect ACES II pitch stabilization control (STA-PAC) assemblies	5.67	80	86	4.85	
A0009 Inspect ballistic gas hoses	5.61	88	93	3.43	
A0088 Remove or install explosive lines	5.59	60	71	5.70	
B0112 Perform operational checks of ACES II mortar disconnect assemblies	5.52	62	73	4.86	
B0105 Inspect ACES II recovery sequencers	5.50	78	84	5.19	
B0102 Inspect ACES II environmental sensors	5.50	83	88	4.25	
A0003 Adjust ejection seat components or linkages	5.48	74	82	4.79	
B0107 Perform operational checks of ACES II ejection seat sequence-start switches	5.48	76	84	4.27	
K0317 Update maintenance data collection (MDC) data using CAMS	5.46	26	32	4.92	
A0035 Inspect explosive lines	5.46	76	84	4.81	
A0062 Remove or install canopies	5.43	50	56	5.47	
A0060 Raise or lower ejection seats to or from maintenance position	5.37	83	89	4.50	
A0046 Perform corrosion control on aircrew egress systems	5.35	75	83	4.33	
A0004 Arm or dearm ejection systems	5.30	84	90	3.44	
B0109 Perform operational checks of ACES II emergency manual chute deployment systems	5.28	74	83	4.44	

* Mean TE Rating is 1.92, and Standard Deviation is 1.62 (High TE =3.54)

** Average TD Rating is 6.00

TABLE 32

TASKS RATED HIGHEST IN TASK DIFFICULTY
(FIRST JOB, FIRST ENLISTMENT, AND 3-SKILL LEVEL)

TASKS	TASK DIFF	1ST JOB (N=121)	PERCENT MEMBERS PERFORMING				
			1ST LVL (N=221)	3-SKL LVL (N=154)	5-SKL LVL (N=150)	7-SKL LVL (N=181)	
D0177 Remove and replace B-2 hatches		10.28	1	2	1	3	2
D0185 Remove or install B-2 hatch severance charges (Horseshoe and Racetrack)		9.95	1	2	1	3	3
C0156 Remove or install B-1B forward escape hatches		8.61	1	2	1	3	2
H0267 Remove or install EF-111 module stabilization parachute catapults		8.09	3	3	3	3	1
H0258 Remove or install EF-111 module impact attenuation bags		7.95	2	2	2	3	1
D0176 Remove or replace B-2 hatch rockets		7.87	1	2	1	3	2
H0266 Remove or install EF-111 module stabilization brake parachutes		7.62	4	3	3	3	1
C0154 Remove or install B-1B energy transfer panels		7.59	2	3	2	3	2
E0196 Remove or install B-52 column storage thrusters		7.53	4	5	4	6	7
D0184 Remove or install B-2 external or internal hatch jettison handles		7.41	0	1	0	3	2
F0218 Remove or install F-15 pyrotechnic modules		7.29	27	38	29	43	29
I0282 Rig F-117 canopy removers		7.28	5	5	3	5	4
B0125 Remove or install ACES II seat sidecaps		7.17	34	43	36	53	46
G0232 Remove or install F-16 canopy transparencies		7.14	45	50	49	51	25
I0283 Rig F-117 canopy thrusters		7.12	4	4	3	5	3
D0175 Perform operational checks on B-2 external and internal hatch jettison handles		7.09	0	1	0	2	1
A0095 Rig or adjust canopies or hatches		7.03	45	49	47	52	43
D0174 Perform B-2 special inspections		7.00	0	1	0	3	4
H0259 Remove or install EF-111 module impact attenuation panels		6.90	2	2	2	3	1
B0123 Remove or install ACES II recovery sequencers		6.89	74	81	77	87	66
D0173 Perform B-2 calendar inspections		6.88	0	1	0	3	3
E0200 Remove or install B-52 hatch seals		6.86	5	4	4	5	4

* Average TD Rating is 6.00

Specialty Training Standard (STS)

A comprehensive review of STS 2A6X3, dated June 1996, compared STS items to survey data (based on the previously mentioned assistance from subject-matter experts in matching JI tasks to STS elements). STS paragraphs containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. Task knowledge and performance elements of the STS were compared against the standard set forth in AETCI 36-2601 and AFI 36-2623 (i.e., include tasks performed or knowledge required by 20 percent or more of the personnel in a skill level (criterion group) of the AFS).

Overall, the STS provides very comprehensive coverage of the work performed by personnel in this career ladder, with survey data supporting all of the essential paragraphs or subparagraphs. Some elements with no proficiency code have high percentages of personnel performing matched tasks and should be reviewed by training personnel for possible inclusion in the basic egress course.

Tasks not referenced to any element of the STS are listed at the end of the STS computer listing. These tasks were reviewed to determine if there were any tasks concentrated around any particular function or job. The few tasks that require review pertain to mainly inspections and functional checks. Those technical tasks performed by 20 percent or more respondents of the STS target groups, but which were not referenced to any STS element, are displayed in Table 33. Training personnel and SMEs should review these unreferenced tasks to determine if inclusion in the STS is justified.

TABLE 33

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE
GROUP MEMBERS AND NOT REFERENCED TO THE STS

TASKS	PERCENT MEMBERS PERFORMING						TASK DIFF	ATI		
	1ST JOB (N=12)		1ST ENL (N=221)		3-SKL LVL (N=83)					
	IST	ENL	IST	ENL	LVL	TNG				
A0008	Flow check egress systems, including lines, hoses, or check valves	62	67	67	74	3.72	4.40	18		
A0018	Inspect egress shop explosives storage facilities	69	76	74	74	3.74	4.11	18		
A0021	Inspect egress systems hoists or cranes	71	78	84	80	5.46	4.81	18		
A0035	Inspect explosive lines	76	84	80	75	3.24	4.28	17		
A0043	Maintain egress shop support equipment	72	80	75	79	5.35	4.33	18		
A0046	Perform corrosion control on aircrew egress systems	75	83	74	67	3.24	5.40	17		
A0052	Perform one-time inspections on egress systems	63	74	86	81	3.22	6.13	17		
A0059	Perform time compliance technical order (TCTO) modifications to egress systems	79	86	81	81	3.22	6.13	17		

* Mean TE Rating is 1.92, and Standard Deviation is 1.62 (High TE =3.54)
** Average TD Rating is 6.00

JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey booklet to provide indications of job satisfaction.

Table 34 presents job satisfaction data for AFSC 2A6X3 TAFMS groups, together with TAFMS data for a comparative sample of Mission Equipment Management career ladders surveyed in 1996. Across all three TAFMS groups, the 2A6X3 personnel rated their job much less interesting than the comparative sample. The perception of job interest, utilization of talents, and sense of accomplishment gained from work are rated much lower than the comparative sample for first and second enlistment personnel. All TAFMS groups rated the utilization of training higher than the comparative sample. Reenlistment intentions are rated lower for 2A6X3 personnel than the comparative sample.

An indication of how job satisfaction perceptions have changed over time is provided in Table 35, where again TAFMS data for the current survey respondents are presented, along with data from the last occupational survey report. Reviewing this table, current survey satisfaction ratings for job interest and perceived utilization of talents are much lower than the previous survey first and second enlistment groups, while the career group rated these areas higher. All groups rate training high in both surveys. Reenlistment intentions for first and second enlistment airmen are much lower than the previous survey, while the career airmen rate reenlistment intentions slightly higher.

In Table 36, a review of the job satisfaction data for personnel in the specialty jobs identified in this survey reveals very high satisfaction in the more senior jobs of QA and Instructor. The egress maintenance jobs of ACES II and B-52 rate all indicators much lower, while the U-2 job rates slightly lower than the QA and Instructor jobs. It is interesting to note the rather low satisfaction ratings of the Supervisor job, which may have an impact on the low ratings of their subordinates in other jobs.

TABLE 34

COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1997 2A6X3 (N=221)	COMP SAMPLE* (N=4,506)	1997 2A6X3 (N=42)	COMP SAMPLE* (N=3,339)	1997 2A6X3 (N=221)	COMP SAMPLE* (N=9,548)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	58	75	48	73	70	78
SO-SO	23	16	29	16	22	14
DULL	19	9	24	11	8	8
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	66	83	74	83	83	85
LITTLE OR NOT AT ALL	34	17	26	17	17	15
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	94	89	98	84	94	82
LITTLE OR NOT AT ALL	6	11	2	16	7	18
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>						
SATISFIED	64	73	62	72	75	74
NEUTRAL	21	14	12	13	11	11
DISSATISFIED	15	13	21	15	14	15
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	57	63	57	74	70	78
NO, OR PROBABLY NO	43	37	40	26	7	7
PLAN TO RETIRE	0	0	0	0	23	15

* Comparative sample of Mission Equipment Management career ladders surveyed in 1996 include the 2A0X1A, 2A1X1, 2A1X7, 2A3X3, 2A6X1A/B, 2A6X2, 2E4X1, 2E6X1, and 2E6X2 AFSCs.

TABLE 35

**COMPARISON OF CURRENT SURVEY AND PREVIOUS SURVEY BY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)**

		1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
		1997 2A6X3 (N=221)	1993 454X2 (N=97)	1997 2A6X3 (N=42)	1993 454X2 (N=135)	1997 2A6X3 (N=221)	1993 454X2 (N=325)
EXPRESSED JOB INTEREST:							
INTERESTING	58	82	48	68	70	67	
SO-SO	23	14	29	16	22	18	
DULL	19	2	24	16	8	15	
PERCEIVED UTILIZATION OF TALENTS:							
FAIRLY WELL TO PERFECTLY	66	78	74	92	83	80	
LITTLE OR NOT AT ALL	34	21	26	7	17	19	
PERCEIVED UTILIZATION OF TRAINING:							
FAIRLY WELL TO PERFECTLY	94	97	98	93	94	89	
LITTLE OR NOT AT ALL	6	3	2	7	7	10	
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:							
SATISFIED	64	*	62	*	75	*	
NEUTRAL	21	*	12	*	11	*	
DISSATISFIED	15	*	21	*	14	*	
REENLISTMENT INTENTIONS:							
YES, OR PROBABLY YES	57	73	57	84	70	66	
NO, OR PROBABLY NO	43	27	40	16	7	19	
PLAN TO RETIRE	0	0	0	0	23	14	

*Information not included in previous survey
** Previous survey may not total 100 % due to rounding

TABLE 36

COMPARISON OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	QA Job (ST078) (N=5)	ACES II Job (ST042) (N=557)	Instructor Job (ST052) (N=9)	U-2 Job (ST062) (N=14)	B-52 Job (ST082) (N=22)	Supv Job (ST025) (N=34)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	80	69	100	86	73	76
SO-SO	20	18	0	14	18	18
DULL	0	18	0	0	9	6
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	100	79	100	86	73	85
LITTLE OR NOT AT ALL	0	21	0	14	27	15
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	100	95	100	100	100	94
LITTLE OR NOT AT ALL	0	5	0	0	0	6
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>						
SATISFIED	100	73	89	79	72	76
NEUTRAL	0	14	0	14	23	9
DISSATISFIED	0	13	11	7	5	15
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	100	70	89	72	73	56
NO, OR PROBABLY NO	0	23	11	14	18	6
WILL RETIRE	0	7	0	14	9	38

IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 *Specialty Description* and appropriate training documents

Survey results clearly indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed in this career ladder. Career ladder training documents appear, on the whole, to be well supported by survey data. As was pointed out in the **JOB SATISFACTION ANALYSIS** section, job satisfaction responses by AFSC 2A6X3 personnel reported the utilization of training is adequate, thus indicating support for the overall training system. The remaining job satisfaction indicators of job interest, perceived utilization of talents, sense of accomplishment from work, and reenlistment intentions were rated much lower than both the comparative sample and previous survey for first and second enlistment personnel. Additionally, the career ladder progression is good, with the move from technical work at the 3- and 5-skill levels to supervisory and management at the 7-skill level.

APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED BY SPECIALTY JOB GROUPS

TABLE A1
Quality Assurance Job (ST078)

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
A0040 Inspect shielded-mild-detonating-cords (SMDCs)	100
A0025 Inspect ejection seat emergency oxygen systems	100
A0029 Inspect ejection seat linkages	100
A0020 Inspect egress systems ballistic components, other than explosive panels or lines	100
A0033 Inspect ejection seat structures	100
A0021 Inspect egress systems hoists or cranes	100
A0024 Inspect ejection seat emergency harness release mechanisms	100
A0027 Inspect ejection seat lap-belts	100
B0100 Inspect ACES II electro-explosive devices (EEDs)	100
A0030 Inspect ejection seat parachute or drogue-chute harnesses, cases, or lines	100
A0009 Inspect ballistic gas hoses	100
B0102 Inspect ACES II environmental sensors	100
B0101 Inspect ACES II emergency manual chute deployment systems	100
B0105 Inspect ACES II recovery sequencers	100
B0104 Inspect ACES II recovery parachute containers	100
B0103 Inspect ACES II pitch stabilization control (STA-PAC) assemblies	100
B0099 Inspect ACES II ejection-control safety levers	100
A0026 Inspect ejection seat head-rests	100
A0023 Inspect ejection seat drogue guns	100
A0032 Inspect ejection seat rails	100
A0039 Inspect safety pins, struts, caps, or plugs	100
A0018 Inspect egress shop explosives storage facilities	100
A0031 Inspect ejection seat positioning actuators	100
B0106 Inspect ACES II seat arm switches	100
A0019 Inspect egress shop support equipment	80
A0011 Inspect canopy firing release mechanisms or extractors	80
K0302 Access core automated maintenance system (CAMS) menus and data screens	80
A0038 Inspect inertia reels, linkages, cables, straps, harnesses, or controls	80
A0035 Inspect explosive lines	80
G0227 Inspect F-16 seat supports	80
G0222 Inspect F-16 canopy transparent surfaces	80
G0220 Inspect F-16 canopy actuator release bolts (CARBs)	80
G0224 Inspect F-16 detonation transfer assemblies (DTAs)	80
G0226 Inspect F-16 emergency canopy release lines (ECRLs)	80
G0221 Inspect F-16 canopy remover rockets	80
G0225 Inspect F-16 ejection mode-selector valves	80
G0223 Inspect F-16 canopy transport fixtures	80
A0006 Determine egress systems explosive components service-life or shelf-life	80
A0058 Perform quality inspections on egress systems maintenance	60

TABLE A2

Advanced Concept Ejection Seat (ACES) II Job (ST042)

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
A0027 Inspect ejection seat lap-belts	98
A0025 Inspect ejection seat emergency oxygen systems	98
A0038 Inspect inertia reels, linkages, cables, straps, harnesses, or controls	98
A0026 Inspect ejection seat head-rests	98
B0102 Inspect ACES II environmental sensors	97
A0086 Remove or install ejection seats	97
A0045 Perform cockpit foreign object inspections	97
A0092 Remove or install safety pins, struts, caps, or plugs	97
A0033 Inspect ejection seat structures	97
A0004 Arm or disarm ejection systems	97
A0009 Inspect ballistic gas hoses	97
B0103 Inspect ACES II pitch stabilization control (STA-PAC) assemblies	97
A0032 Inspect ejection seat rails	97
A0072 Remove or install ejection seat catapults	97
B0121 Remove or install ACES II environmental sensors	96
B0105 Inspect ACES II recovery sequencers	96
A0073 Remove or install ejection seat drogue guns	96
A0050 Perform functional checks of inertia reels	96
B0099 Inspect ACES II ejection-control safety levers	96
B0111 Perform operational checks of ACES II environmental sensors	96
A0023 Inspect ejection seat drogue guns	95
A0085 Remove or install ejection seat survival kits	95
A0006 Determine egress systems explosive components service-life or shelf-life	95
A0059 Perform time compliance technical order (TCTO) modifications to egress systems	95
A0080 Remove or install ejection seat lap-belts	95
B0115 Remove or install ACES II drogue severance cutters	94
B0126 Remove or install ACES II STA-PAC assemblies	94
B0101 Inspect ACES II emergency manual chute deployment systems	94
A0091 Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	94
A0049 Perform functional checks of ejection seat linkages, such as D-rings or ejection control handles	94
A0060 Raise or lower ejection seats to or from maintenance position	94
B0107 Perform operational checks of ACES II ejection seat sequence-start switches	94
B0123 Remove or install ACES II recovery sequencers	94
B0108 Perform operational checks of ACES II ejection-control safety levers	94
B0120 Remove or install ACES II emergency power supply	94
B0117 Remove or install ACES II ejection seat recovery parachutes	93
B0104 Inspect ACES II recovery parachute containers	93
A0024 Inspect ejection seat emergency harness release mechanisms	93
B0109 Perform operational checks of ACES II emergency manual chute deployment systems	93
A0039 Inspect safety pins, struts, caps, or plugs	92
A0071 Remove or install ejection seat aircrew personal parachutes	92

TABLE A3

Instructor Job (ST052)

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
M0358 Conduct formal course classroom training	100
M0354 Administer or score tests	100
M0376 Personalize lesson plans	100
M0364 Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	100
M0362 Counsel trainees on training progress	100
M0374 Inspect training materials or aids for operation or suitability	100
M0369 Evaluate effectiveness of training programs, plans, or procedures	100
B0121 Remove or install ACES II environmental sensors	100
B0123 Remove or install ACES II recovery sequencers	100
B0105 Inspect ACES II recovery sequencers	100
B0112 Perform operational checks of ACES II mortar disconnect assemblies	100
B0111 Perform operational checks of ACES II environmental sensors	100
B0108 Perform operational checks of ACES II ejection-control safety levers	100
B0110 Perform operational checks of ACES II environmental sensor pins	100
B0122 Remove or install ACES II mortar disconnect assemblies	100
B0101 Inspect ACES II emergency manual chute deployment systems	100
A0014 Inspect canopy or hatch slings	100
B0116 Remove or install ACES II EEDs	100
B0099 Inspect ACES II ejection-control safety levers	100
B0104 Inspect ACES II recovery parachute containers	100
B0120 Remove or install ACES II emergency power supply	100
A0092 Remove or install safety pins, struts, caps, or plugs	100
B0115 Remove or install ACES II drogue severance cutters	100
B0103 Inspect ACES II pitch stabilization control (STA-PAC) assemblies	100
M0361 Conduct training sessions	89
M0371 Evaluate progress of trainees	89
M0366 Develop training materials or aids	89
M0365 Develop performance tests	89
A0058 Perform quality inspections on egress systems maintenance	89
A0019 Inspect egress shop support equipment	89
A0050 Perform functional checks of inertia reels	89
A0021 Inspect egress systems hoists or cranes	89
A0043 Maintain egress shop support equipment	89
B0113 Perform operational checks of ACES II seat arm switches	89
A0009 Inspect ballistic gas hoses	89
B0109 Perform operational checks of ACES II emergency manual chute deployment systems	89
B0107 Perform operational checks of ACES II ejection seat sequence-start switches	89
B0102 Inspect ACES II environmental sensors	89
G0224 Inspect F-16 detonation transfer assemblies (DTAs)	89
A0027 Inspect ejection seat lap-belts	89
A0013 Inspect canopy nonballistic components	89
M0375 Maintain training records or files	78

TABLE A4
U-2 Egress Systems Job (ST062)

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
A0057 Perform periodic inspections on egress systems	100
A0006 Determine egress systems explosive components service-life or shelf-life	100
A0008 Flow check egress systems, including lines, hoses, or check-valves	100
A0009 Inspect ballistic gas hoses	100
A0045 Perform cockpit foreign object inspections	100
A0074 Remove or install ejection seat drogue-chutes	100
A0072 Remove or install ejection seat catapults	100
A0020 Inspect egress systems ballistic components, other than explosive panels or lines	100
A0049 Perform functional checks of ejection seat linkages, such as D-rings or ejection control handles	100
A0010 Inspect canopy external or internal jettison cables	100
A0027 Inspect ejection seat lap-belts	100
A0030 Inspect ejection seat parachute or drogue-chute harnesses, cases, or lines	100
A0077 Remove or install ejection seat foot retractors	100
A0026 Inspect ejection seat head-rests	100
A0073 Remove or install ejection seat drogue guns	100
A0021 Inspect egress systems hoists or cranes	100
A0086 Remove or install ejection seats	93
A0038 Inspect inertia reels, linkages, cables, straps, harnesses, or controls	93
A0033 Inspect ejection seat structures	93
A0029 Inspect ejection seat linkages	93
A0017 Inspect cockpit-mounted ballistic thrusters	93
A0080 Remove or install ejection seat lap-belts	93
A0019 Inspect egress shop support equipment	93
A0023 Inspect ejection seat drogue guns	93
A0046 Perform corrosion control on aircrew egress systems	93
A0084 Remove or install ejection seat rotary actuators	93
A0044 Pack or unpack egress systems explosive components for shipping or transportation	86
A0015 Inspect canopy or hatch thrusters	86
A0032 Inspect ejection seat rails	86
A0004 Arm or disarm ejection systems	86
A0050 Perform functional checks of inertia reels	86
O0419 Issue or log turn-ins of equipment, tools, parts, or supplies	86
A0070 Remove or install egress systems lines, tubes, or hoses	86
A0093 Remove or install seat positioning actuators	86
A0091 Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	86
K0302 Access core automated maintenance system (CAMS) menus and data screens	79
O0418 Inventory equipment, tools, parts, or supplies	79
A0067 Remove or install canopy or hatch thrusters	79
A0069 Remove or install cockpit-mounted ballistic thrusters	79
A0054 Perform operational checks of lap-belt release mechanisms	79
A0042 Maintain egress shop explosives storage facilities	79
A0092 Remove or install safety pins, struts, caps, or plugs	79

TABLE A5
B-52 Egress Systems Job (ST082)

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
A0098 Troubleshoot ejection seat positioning mechanisms, such as cables, actuators, or thrusters	100
A0050 Perform functional checks of inertia reels	100
A0045 Perform cockpit foreign object inspections	100
A0032 Inspect ejection seat rails	100
A0093 Remove or install seat positioning actuators	100
E0201 Remove or install B-52 leg-guard thrusters	100
E0204 Remove or install B-52 tilt actuators	100
E0197 Remove or install B-52 escape hatches	95
A0009 Inspect ballistic gas hoses	95
A0086 Remove or install ejection seats	95
A0038 Inspect inertia reels, linkages, cables, straps, harnesses, or controls	95
A0031 Inspect ejection seat positioning actuators	95
E0192 Perform aerodynamic sealing of B-52 hatch lifters	95
A0060 Raise or lower ejection seats to or from maintenance position	95
E0191 Inspect B-52 hatch lifters	95
A0092 Remove or install safety pins, struts, caps, or plugs	95
A0028 Inspect ejection seat leg guards, braces, or restraint mechanisms	95
A0029 Inspect ejection seat linkages	95
A0074 Remove or install ejection seat drogue-chutes	95
A0083 Remove or install ejection seat rails	95
A0033 Inspect ejection seat structures	95
E0190 Inspect B-52 hatch components	95
A0091 Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	95
A0046 Perform corrosion control on aircrew egress systems	95
A0071 Remove or install ejection seat aircrew personal parachutes	95
A0085 Remove or install ejection seat survival kits	95
A0072 Remove or install ejection seat catapults	95
E0189 Adjust B-52 hatch warning micro-switches	95
E0210 Troubleshoot B-52 hatch warning-light systems	95
E0208 Synchronize B-52 seat-tilt and horizontal actuators	95
K0302 Access core automated maintenance system (CAMS) menus and data screens	91
A0020 Inspect egress systems ballistic components, other than explosive panels or lines	91
A0026 Inspect ejection seat head-rests	91
A0084 Remove or install ejection seat rotary actuators	91
A0070 Remove or install egress systems lines, tubes, or hoses	91
A0052 Perform one-time inspections on egress systems	91
A0056 Perform operational checks of seat actuators	86
A0097 Transport egress systems explosive components	86
A0027 Inspect ejection seat lap-belts	86
A0044 Pack or unpack egress systems explosive components for shipping or transportation	86
E0195 Perform operational checks of B-52 hatch unlock-warning-light systems	86
E0203 Remove or install B-52 table storage thrusters	86

TABLE A6

Supervisor Job (ST025)

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
P0498 Supervise military personnel	97
P0428 Assign personnel to work areas or duty positions	97
P0436 Conduct supervisory performance feedback sessions	97
P0481 Inspect personnel for compliance with military standards	97
P0438 Counsel subordinates concerning personal matters	97
P0485 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	94
P0502 Write recommendations for awards or decorations	94
P0501 Write performance reports or supervisory appraisals	91
P0471 Evaluate personnel for compliance with performance standards	91
P0441 Determine or establish work assignments or priorities	91
P0445 Develop or establish work schedules	91
P0433 Conduct self-inspections or self-assessments	88
P0472 Evaluate personnel for promotion, demotion, reclassification, or special awards	88
P0496 Schedule work assignments or priorities	88
P0494 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	88
P0475 Evaluate work schedules	85
P0435 Conduct supervisory orientations for newly assigned personnel	85
P0459 Establish performance standards for subordinates	82
P0432 Conduct safety inspections of equipment or facilities	82
P0431 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	79
P0444 Develop or establish work methods or procedures	79
P0439 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	79
P0478 Initiate actions required due to substandard performance of personnel	79
P0477 Indorse performance reports or supervisory appraisals	76
P0476 Evaluate workload requirements	76
K0302 Access core automated maintenance system (CAMS) menus and data screens	74
P0482 Interpret policies, directives, or procedures for subordinates	74
P0503 Write replies to inspection reports	74
P0464 Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program	74
P0429 Assign sponsors for newly assigned personnel	74
P0492 Plan self-inspection or self-assessment programs	71
P0493 Review drafts of policy directives, instructions, or manuals	71
P0473 Evaluate procedures for storage, inventory, or inspection of property items	71
P0474 Evaluate safety or security programs	68
M0370 Evaluate personnel to determine training needs	68
K0304 Analyze CAMS data	65
K0303 Adjust daily maintenance plans to meet operation commitments	65
K0314 Retrieve CAMS listings or reports	65
P0465 Evaluate job or position descriptions	65
M0375 Maintain training records or files	65